

"I believe that everybody has more potential than they can imagine. Wouldn't it be great if organisations were able to be more creative and successful at unlocking this potential?"



Tammy has more than 25 years of people development, change management and organisational development experience across public and private sectors, particularly within local government, the NHS and service organisations.

Tammy has worked with a number of consultancies supporting clients through transformational change. Her positive and energetic style, coupled with her empathy and belief in people has enabled her to facilitate groups and teams of varying sizes to achieve successful outcomes for both individuals and the business.

Tammy works as an Associate Consultant with Questions of Difference in conjunction with running her own coaching practice. She brings considerable experience in designing and delivering leadership and team development programmes to effect real change in organisational culture and individual behaviour. She focuses on people's strengths and uses coaching, facilitation and a range of psychometric tools to enable their greater self awareness and awareness of strengths in those around them. She has also led a number of large-scale transformation projects including people, systems and structure change to yield quantifiable benefits.

Her list of clients includes FTSE 100 companies, local authorities, education and children's services, PCTs, hospital trusts and the police. Most recently she supported the senior team of a 'joint venture' organisation to effectively restructure and actively engage some 650 people in change. The project's success was borne out of the recognition that **everyone** had a valuable contribution to make with their unique strengths and experience, and that a 'new' culture based on collaboration and respect was to be welcomed not resisted.

Tammy loves working with people. She is fascinated by the complementary nature of differences in the way people behave and work together and is totally committed to enabling a positive outcome. Being flexible, sensitive, creative, challenging and having fun is in her view the best way to make great things happen!

"People come to work to make a difference - to contribute to their business and to develop personally. Businesses have to cope with increasing competition, complexity, customer demands and financial pressures. What people want and what the business needs can at times seem at odds. They don't need to be! Enabling people to recognise and maximise their and others' potential, through challenge and support, is a very real way of helping to make the business more cost effective and better meet customer needs whilst creating a more motivating, energetic and rewarding work environment."