

LOUISE ROBB FCCA. MA.

IAF Certified Professional Facilitator© (CPF©). MA. FCCA.

Managing Partner of LR Associates LLP



AREAS OF FACILITATION/OD/CONSULTANCY EXPERTISE

- Through a three-year study for a Masters in Psychological Coaching, a strong quality has developed in Psychological Systemic team coaching
- The integration of the POLYVAGAL Theory into coaching practice
- Team building, through finding meaning through adventure and philanthropy
- Delivering complex projects in challenging environments
- Mediation – between individuals and Joint Venture teams
- Strategic planning facilitation
- Teaching facilitation, both technical process, planning and psychological dynamics
- Building team and individual compassion and inclusion through embodied leadership facilitation

EXAMPLES OF RECENT OD/CONSULTANCY/FACILITATION ASSIGNMENTS

- Working with Formica's European Leadership team in a turnaround situation. Designing and delivering team facilitation, coaching and leadership development programme.
- Designed, developed and delivered a PSL "Train the Facilitator" programme over four-year period for Dundas and Wilson and subsequently CMS; facilitated their Practice Development Group
- CAPITA - designed and delivered a Manager Skills Lab programme for 6000 global managers globally, both online and face-to-face; upskilling inhouse trainers to deliver in the Covid19 environment.
- Designed and led an international programme to facilitate and train engineers to deliver technical education to their colleagues worldwide. FTSE100.
- Facilitation and coaching with a Nepal charity, taking clients on 25-day trek to find meaning and adventure, and to build their philanthropic capacity to support a Dalit community education programme long-term
- Executive team coach for oil services company to facilitate global strategic environmental policy
- Facilitation and development of the intercompany agreements and responsibilities of five international companies working together to build gas storage caverns under the sea bed; scoped and designed the work, trained a team of facilitators' helpers, facilitated a workshop and reported on the final agreement
- In a project for the Global Directors of HSE working with the Health, Safety and Environmental Directors of a FTSE100 multinational engineering services company where the team had encountered difficulties; delivered scope, work design, facilitation and teaching to develop a way forward with the Strategic Plan
- Project lead in a global programme for AMEC, leading teams of experts to head up multidisciplinary project teams by giving them skills in facilitating conversations and managing more effectively
- For Pepsico, delivered a facilitation piece for the process of developing a new image for Quaker Oats; the work was commissioned by the Plant Manager
- For the Information Services Division of NHS Scotland, facilitated a meeting of clinical governors to reach agreement on how client information is held

SUMMARY OF RELEVANT WORK EXPERIENCE

- 32 years of business experience with 19 years heading a practice as full-time Organisational Development consultant and facilitator, working with UK and multinational clients on behavioural, strategic and communication issues
- Privileged to have worked for the UN and its sister agencies (WHO, IOM, Global Fund) to design and deliver programmes to facilitate the development of people working in the field as well as their capacity to deal with the stress of challenging situations with strength and professionalism
- During the extensive three-year WHO Global Professional Development Program for Professional and General Staff, worked in a range of locations around the world including Washington in the USA, the Congo, Egypt, Switzerland, Denmark, Malaysia and the Philippines
- In her ongoing work for WOOD Plc, AMEC Foster Wheeler and other Oil and Gas Service companies, Louise has worked on every continent, designing, scoping, leading and reporting on programmes that bring together engineers from all around the world to engender creative design by leveraging the diversity (in terms of gender, culture, ethnicity, rank etc) of their employees who come from 140 countries around the world

PROFESSIONAL EDUCATION & CERTIFICATIONS

- Masters in Coaching Psychology - London South Bank University; completed October 2017
- Teacher trainer - Leadership Embodiment (Somatic Coaching of Individuals and Teams) Wendy Palmer, Embodiment International, 2008- 2013
- The Polyvagal Theory in Therapy Practice - Debs Dana - Spain, June 2019
- Coach - Dr Simon Western - Analytic Network Coaching qualification - England, Oct 2015
- Certificate in Organisational, Personal and Ecological Constellations - Jenny Mackewn, England, June 2016
- Chartered Certified Accountant. FCCA (full member), ACCA, UK
- Post Graduate in Humanitarian Assistance with the UN and New York Fordham University 2008.
- Certified Professional Facilitator (CPF), International Association of Facilitators (IAF), 2007, re-certified 2011
- Lead Trainer in Dialogue Practice and Group Facilitation Skills, Institute of Cultural Affairs, (UK), 2003
- Neuro-Linguistic Programming Practitioner, Irish Institute of NLP, Dublin (Ireland), 2005
- Dialogue Practitioner, Dialogue Associates, Chipping Camden, (UK), 2007
- Registered Accredited Coach and Mentor, Scottish Leadership Foundation, (UK), 2005
- Qualified Mediator, SACRO, (UK), 2006
- Certified Administrator (worldwide), DISC Profile, 2003
- Insights Discovery Personality Profiling, Insights International, 2013
- Certified Administrator (worldwide), Belbin Team Roles, 2011
- Member, ALIA Institute, Netherlands, 2011
- Scottish Children's Hearing Service, Scotland, UK, 2008 - 2015 chairing and facilitating meetings of families in crisis

FACILITATION LANGUAGES

- English (mother tongue)

OUT OF WORK PASSIONS

- Over 40-year love affair with kayaking
- Similarly passionate about sailing, backcountry skiing, walking and cycling in Scotland
- Pilates
- Reading
- Nature