

## Christina Youell – Resume

Christina Youell is a director of People & Performance Ltd, a Cambridge company providing bespoke learning interventions and coaching support to individuals, teams and Boards. She is an experienced HR professional with over 20 years experience in HR; six of which were as Director of HR at Cambridgeshire County Council. She has 10 years experience as a leadership trainer, facilitator and coach. She has also undertaken part time interim roles, including Director of People in the police service and Director of HR & OD in the ambulance service where she drafted the Trust's turnaround plan and OD Strategy.



Christina works with Boards, Members, Chief Executives, Directors, Heads of Service and Managers in the Public, Voluntary and Private sector. She also designs and delivers management workshops, team away days and she coaches leadership boards within client organisations. Recent projects have included: Facilitating team development events for top teams and Boards, focused on achieving improved performance and organisational outcomes with Local Authorities, the Police, Ambulance Trusts and Cambridge companies. She also coaches a number of HR Directors, Chief Executives, and Strategic Directors across the public sector. She wrote the National Leadership Strategy for Policing and the National People Strategy for Policing which were signed off by the Home Secretary at the National Policing Board in 2008. The second edition of her book Effective NLP Skills was published on 3<sup>rd</sup> March 2013.

Christina is a Chartered Fellow of the Chartered Institute of Personnel and Development and an NLP master practitioner. She is also qualified to Level B, Psychometric-testing including MBTI step 11. She holds a Law Society accredited Interpersonal Mediation Practitioners Certificate and she has completed the AOEC Systemic Team Coaching Diploma. She is a Time to Think facilitator. She is currently studying for a Masters in Executive Coaching at Ashridge Business School and is a guest lecturer to the MBA programme at the Ashcroft Business School. She is also a Director of Mepal Outdoor Centre.

She has lead change programmes with a focus on supporting people to have a great experience of change to equip them for future changes. She seeks out opportunities where she can provide strategic HR and development solutions to address individual and organisational needs. Christina is passionate about supporting executives and managers to be the best they can be and to get the most from their people in order to deliver business goals. She is particularly effective at resolving 'personality clashes' between individuals and supporting people to develop more effective working relationships. She has become increasingly fascinated by teams and in particular coaching whole teams/boards to become high performing teams and the role of the system in supporting or limiting teams.