

## Keith Stopforth

### Facilitator and Executive Coach



Keith is a Senior Business Leader with experience across numerous sectors including Retail, Financial Services, Banking, Furniture Retailing, Pharma and most recently Healthcare. Before entering the world of consulting he worked as Head of Talent and Development in Bupa both in the UK and internationally.

His role in Bupa involved developing and implementing business focused and commercially viable Talent, Leadership and Management Development Strategies across the UK and North America.

Working with a range of Leaders, Managers and Healthcare Professionals to develop Talent, improve Leadership and Management Capability this was further developed by OD, Change Management and Innovative Learning Solutions

He has an in depth knowledge of working in both the Private and Public Health Sector through his previous experiences and his current work developing a Leadership Team for a Private Sector Hospital Group

People focused with a commercial mind-set. Keith brings a unique skillset to his work, harnessing his background in Sales and Retail, he possesses a strong commercial acumen. Having been both a purchaser and supplier of learning, development and online solutions he is uniquely qualified to guide individuals and organisations in his field.

Keith is recognised as someone who can connect quickly to build productive relationships. He is a good Strategic Thinker who keeps an eye on the detail and is always looking for practical, sound interventions. Keith is able to Consult, Deliver and Coach at every level.

#### Qualifications:

- MSc in Strategic Human Resource Management
- BSc in Organisation and Management Studies
- ILM Level 7 in Executive Coaching and Leadership Mentoring
- ILM Accredited Business Coach
- Licensed Practitioner Discovery Insights
- Strengthscope 360 and Team Accredited

#### Consulting and Development Experience includes:

- Designed Leadership Development Strategy for 450 leaders across UK Healthcare Business
- Implementation of a Talent Management approach to the UK and US divisions of Bupa
- 1:1 Coaching and Mentoring of individuals at all levels up to MD
- Consulted with an NHS Foundation Trust to build a Talent Programme for their Most Talented

- Consulted with a major utilities provider in the UK to inform the development of a Customer Service Strategy
- Coaching an Interim Head of HR Business Partnering
- Consulting with a 3<sup>rd</sup> Sector Organisation in London to develop a Leadership Development approach over two years
- Implemented Mentoring Programme across Finance Function with 200 people
- Coached Medical Director in order to help her transition to be a more effective player in an operational team
- Designed a strategy to implement an internal Coaching Culture
- Built Accelerated Development Programme for High Performing Talent
- Selected and developed a new management team for a fast growing SME
- Development of a Leadership Team for a Global Oil and Gas Survey Business

#### **Other experience**

- Feedback and Performance Coach on Global Talent Programme, assessing middle/senior managers from International Business
- Volunteer Mentor to Senior Manager in an NHS Trust
- Coaching and Facilitation of Senior Management Teams on Team Effectiveness within Healthcare, Retail and Energy Sectors
- Design and delivery of leadership development programmes to all levels across organisation up to Executive Level
- Creation and implementation of a range of bespoke management development workshops including career management, performance management, team effectiveness/team building/mentoring /leading change
- Design and delivery of engagement programme to involve individuals in organisational strategy
- Co-design and delivery of HR Business Partner Development Programme
- Design of people development strategies fully aligned to business strategy
- Co-design and delivery of several large scale change management/change leadership programmes