

The Inspiring Leaders Network
Courageous change from within, for good.

Welcome to The Inspiring Leaders Network.

Great organisations have people who are happy, feel engaged and connected through shared purpose, and can find joy in the work they do. People thrive when they are given the time, knowledge, and safe space to explore their leadership, and feel they can influence and contribute effectively whilst courageously being their authentic self. At the Inspiring Leaders Network we ensure that all of our development programmes and support for organisations and healthcare systems are centred in the current realities. We champion and challenge for inclusive practices that enable you to support and nurture a diverse range of strengths and talents to meet the future needs of health and care.

We all want Health and Social care to meet the changing needs of our communities. In the coming years this will mean constantly working with new challenges and helping our healthcare professionals more than ever before. Such unprecedented pressure calls for clear, informed thinking and honest conversation. Most of all, it requires purposeful, inspired leadership.

We see our role at the Inspiring Leaders Network as that of trusted friends to Health and Social Care organisations. As people passionate about your success, we work with you to highlight and nurture leadership talent at all levels of your organisation.








As an experienced team of individuals, all with direct experience of working in Health and Social care, we can help question accepted wisdom whilst supporting you to enhance your impact. Standing outside your organisation, we can remain objective. However, our approaches are built on years of in-depth experience of how it feels to be on the inside, so we examine obstacles and pose potential solutions whilst understanding the need for careful handling.

Working through complex situations with your teams, we inspire people with the energy and the enthusiasm to move forward with positive change. By nurturing debate in an open, blame-free environment, we encourage effective action within your team, organisation and system.

The Inspiring Leaders Network. Courageous change from within, for good.

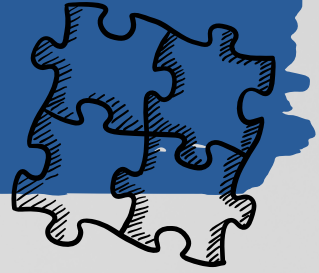
Team ILN

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How We Work

We are connected
through purpose



We respect each other

We take risks



We challenge with
positive intent

We will safely share
our vulnerabilities



We celebrate
our diversity



some of the

lovely people

we have worked with:





SENIOR LEADERSHIP & BOARD DEVELOPMENT



Shadow Board[®] Programme

It is time for something different. If systems working to improve the health and wellbeing of citizens are going to successfully meet the challenges of today and tomorrow, they need to tap more effectively into the talent that is present within and around their organisations. We need new and authentic voices around our board rooms and at the forefront of decision-making. We need the richness and diversity of our communities present within decision-making and we need leaders who can lead with courage and compassion.

Over recent years, evidence has suggested that only a minority of Board Directors have had any formal development in understanding the roles, responsibilities, and complexities of being a director in an organisation. Many NHS executives have spoken with us noting that this would have been of great value to them if offered.

The Shadow Board Programme[®] is a highly successful programme which has, to date, supported hundreds of senior aspirant leaders in both the NHS and wider healthcare system. It offers them real life experience of operating as an Executive Director within an organisation or system in a safe and developmental space.

Evaluation of the programme demonstrates the value for: organisational talent management; succession planning; increasing diversity at a senior level; and facilitating positive challenge of existing governance and decision making. In addition, many participants have directly attributed the learning and experience from the programme to their personal progression, career promotion, and in being successfully recruited into a board level position.

Furthermore, Executives and senior leaders have directly linked the experiential aspects of the programme to positive challenge and decisions being made at board level. They also note the organisational benefits of having an opportunity for a group of senior leaders to critically appraise existing strategy, risk, and governance.



How does the Shadow Board Programme® work?

The Shadow Board Programme® is delivered 'in situ' by offering all participants the opportunity to tackle 'current' board agenda items. It provides participants with a unique insight and exploration of life as an Executive Board member, and in turn offers the organisation or system greater thought diversity into current and real life issues.

The programme enables participants to implement and embed their learning in a safe space to gain experience of what it is really like to be an Executive Director. However, this is not simply role-play! This is experiential learning at its finest to help support new ways of working and of being an Executive. It brings to life not only the taught content, but also an understanding of the nuances, power, influence, dynamics, and responsibilities of being an Executive Director.

This enhances understanding and enables more effective senior leaders who can more confidently and competently contribute to: strategy; risk management; good governance; and highly effective and impactful leadership, in order to create safe and engaging cultures.

Having a shadow board also demonstrates an organisation's commitment to being well-led through the development and investment of senior leadership outside of the Board of Directors. These leaders can critically appraise the governance process and structures in line with the CQC key lines of enquiry to assure the delivery of high-quality, person-centred care. This supports learning and innovation whilst promoting an open, fair, and inclusive culture through diversity of thought at the most senior levels.

'We have hardwired the Shadow Board into the main decision making. The Shadow Board takes all the papers the day before, its chaired by one of the Executives who feed back the next day at the board meeting, the view of the Shadow Board and the decisions they would have made on each area. This gives us, as a board, the diversity of thought on decision making of the same issue but through different people with different perspectives.'

Rob Webster, CEO of West Yorkshire Partnership



The Shadow Board Programme[®]

step by step overview:



An inclusive and diverse identification and recruitment process is conducted to select around 12 – 15 individuals to participate in the experience.

START

The selected individuals participate in four one-day modules (Strategy and Governance, Strategic Finance and Risk, People Leadership and Culture, and Systems Thinking).

KEEP
GOING!



Four observed shadow board meetings are held the day before the board proper, using live papers and chaired by a Non – Executive Director. This person may aspire to become a Chair and is responsible for facilitating the shadow board discussions to the board.

LEVEL UP

Individuals participate in four Action Learning Sets (ALS), to create a safe space to build relationships, support and challenge and to develop and grow.

SUCCESS!



The value of having a Shadow Board

For Participants, the programme:

- Engages leaders in a meaningful way.
- Increases understanding of the portfolios of their Executives and those Executives outside of their functional speciality.
- Provides experience of working as part of a Unitary Board, tackling 'current and live' issues.
- Extends thinking beyond functional activity which widens perspectives and supports the development of strategic thinking skills.
- Connects senior leaders and enables a safe space to connect and reflect.
- Improves understanding of effective corporate governance, regulation, and oversight of NHS bodies and Integrated Care Boards.

For the organisation or healthcare system, the programme:

- Results in good governance by supporting organisations and emerging systems to have informed decision-making through a diverse and inclusive Shadow Board.
- Supports sustainability, growth, and improvement.
- Provides a different perspective to senior decision-making.
- Facilitates a 'whole systems' approach.
- Facilitates the CQC Well – Led approach.
- Draws upon a wider and more diverse pool of talent and skills to challenge, govern, manage risk and finances, and innovate.
- Promotes a more inclusive culture at every level.
- Identifies an executive talent pool and future potential leaders.
- Enables growth for the future through expanding and developing the workforce.
- Creates a safe space for senior leaders to test out board level working and have better understanding of the role whilst feeling they contribute to board level decision making. This creates the right opportunities to enable greater succession planning and preparation for board roles.

Shadow Board® Testimonials

'This has been the single most effective training opportunity I have done as a Clinical Director aspiring to an Executive Director position. The experience has been educational, interesting, motivating, and hugely enjoyable. It is a comprehensive package that has demonstrated the complexity and challenges that accompany an appointment to a post on an NHS board and I would strongly recommend it for anyone considering an Exec Director.' position.

Clinical Director, Acute Medicine

'The System Shadow Board programme has been such a positive and energising experience, I believe it was because the participants were all seriously engaged in the project at hand, they were able to put aside parochial, local and organisational "asks" to think about the greater good and, hugely importantly, they allowed difference to be in the room without needing to squash it, in fact they showed curiosity and respect to the differences that emerged. It has been a delight to be involved and I'm sure the participants will add enormous value to our shared endeavour.'

Thea Stein, CEO Leeds Community Healthcare

'The programme gave existing Boards and governing bodies a fresh perspective on the real issues faced in the health and care system. I would recommend the Shadow Board programme to anyone who wants to develop resilient, insightful leaders.'

Rob Webster, CEO West Yorkshire Partnership

'The Shadow Board programme was a pivotal catalyst which gave me the confidence to say out loud, I want to be a Director, I do want to be in a position where I can influence better decision making because we need greater diversity, the programme has enabled me to get into that strategic role where I can do that. It also helped me to connect strategic ambitions with the areas I lead and enabled me to feel confident in having a voice and opinion in an area that I'm not subject matter expert in, I use that skill a lot.'

Sayma Mirza, Associate Director for Children and Young Families at West Yorkshire Health and Care Partnership

Diversity at Board – A system offer

A Shadow Board programme® at place or system level. The shadow board would usually shadow the Integrated Care Board or place-based Executive System Group.

This programme aims to develop experience, provide a 'real world' development, and 'stretch' opportunity for senior leaders who are from a diverse and underrepresented background. It helps newly formed Integrated boards to have increased thought diversity and different perspectives which are not entrenched in historic ways of working. This can offer fresh perspectives and conversations, enabling much needed new ways of working across the system.

Adopting a systems approach to developing aspiring system leaders and executives enables a ready talent pool that will have the capability and skills to lead in uncharted territory. It will ensure systemwide services are designed, commissioned, and provided by people who represent the communities in which they serve.

The programme works in a similar way to the Shadow Board Programme® in that it has 4 core taught modules, 4 shadow system boards, and supportive action learning.

The approach has already been well recognised as a fundamental aspect of the 'West Yorkshire Partnership' which won the HSJ award for 'System Leadership Initiative of the Year. Health Services Judges praised the ambition and importance of topics addressed by the Health and Care Partnership and the impressive impact it has had in a short period of time, stating 'the BAME network was able to deliver and galvanise change at speed, highlighting the passion involved in bringing the system together to progress in a complex agenda and overcome systemic issues resisting change'



Stepping into Strategy

Following feedback from organisations, and when drawing on our own experiences, we know that there is a clear gap in development of middle managers and junior clinicians. This includes medical, dental, nursing, and allied healthcare professionals and healthcare scientists who are operationally focused within their functional specialty area. Making the next step into senior management and leadership requires a different skill set, and a focus on more strategic priorities and approaches.

In addition, as people become more senior they are expected to provide assurance as part of the overall governance processes, often through written reports presented at assurance committees. Within that space, there is an expectation to connect and clearly articulate the connections with the organisations strategic priorities, assurance, risk management, and risk mitigation with a focus on patient outcomes, quality, safety, and financial acumen.

The Stepping into Strategy programme offers the opportunity for managers and leaders to safely test out their senior leadership skills through experiential learning. They will benefit from high impact development days that will enable greater awareness of strategic priorities, strategic and critical thinking skills, and greater depth of understanding of strategy/finance and leadership.

The programme includes 4 core learning modules, 4 shadow assurance committees, 4 action learning sets, and support to enable internal mentoring.

The programme will cover key learning in the following areas:

- Strategic thinking – including strategic analysis, mapping, and utilisation of the Trusts strategy documentation.
- Understanding corporate governance - including reassurance vs. assurance, the role of the board and its sub committees, and the role of Executives, Non-Executives, Chair, and Governors.
- The role of regulation - including Care Quality Committee and NHS E/I, strategic finance, risk appetite, and assurance frameworks.
- The art of presenting papers for assurance - including how to write a great paper/report.
- Leadership and people planning.
- The art of a great business case.

In addition, similarly to the Shadow Board programme®, there will be the opportunity to create shadow assurance committees and to develop the senior leadership capability and confidence required.

Engaging and Supporting Diversity in Non-Executive Directorship

The NHS needs to recruit a diverse mix of Non-Executive Directors (NED) who have been developed to support organisation and system leaders with the knowledge and skills to be high performing NEDs on NHS boards. The Engaging and Supporting Diversity in NEDs Programme will provide a means to support participants and organisational leaders to think differently about talent and how to measure it in order to work collaboratively, increase diversity, and build stronger relationships to thrive.

Participants on the programme will also be drawn from the Trusts extensive contacts in voluntary, community, and faith sector organisations and local businesses. The programme will provide training on the core elements for aspiring and newly appointed NEDs looking to improve their effectiveness at board level. This structured and intensive programme will tap into the existing pool of diverse NHS NED and Chair talent to provide a robust personal development opportunity using role modelling from existing local/regional NEDs and Chairs.

The programme will give detailed understanding and up-to-date knowledge of: the role of the NED and the Board; leadership; corporate strategy; finance; and crucially, organisational governance. The proposal is that the programme will be taught in cohorts of between 12 and 15 maximum whilst offering a personal style of teaching, tailored to participant needs, with a focus on 'experiential and action learning'.

Our approach will provide a safe environment for learning that encourages collaboration using the experience of participants, of challenges facing the NHS, to help participants put concepts, principles, and ideas into practice. Participants are to shadow Trust/System board meetings and sub-committees as part of the programme in order to bring back learning into the taught modules and will undertake experiential learning through mock board meetings. Mentors are recommended as a key component of the programme and participants will be offered a mentor as part of the core offer. Each module will contain a hotspot interview with an existing Non-Executive Director where participants can pose questions on understanding the experiences of others.

The outcomes of the programme are to have a ready and diverse pool of aspirant NEDS from across sectors and who will bring a wealth of lived experience, challenge, and innovation to NHS boards.



CLINICAL LEADERSHIP DEVELOPMENT

Leadership Development

We pride ourselves in designing and delivering leadership development which is grounded in reality. Safely exploring how we show up in the world as leaders and managers as well as what it feels like to be on the receiving end of our leadership. Models and tools are used as a lens for participants to try on and test out new ways of being in order to safely explore their behaviours and impact.

We create and hold a safe space to both support and challenge each other with positive intent whilst having brave and courageous conversations which are values-based and rooted in purpose and meaning. This is how development looks and feels to us at the ILN.

All our leadership development programmes have a set of 'golden threads':

- Inclusive approach; recognising, understanding, and valuing difference.
- Psychological safety to enable us to work with our discomfort.
- Key content aspects that are designed in response to local need.
- Coaching, not teaching, to raise awareness and create ownership, sustainability, and insights.
- Use of self-reflection through action learning sets.
- An opportunity for participants to critically reflect upon the impact of their personal leadership style, and subsequent adjustments to style and behaviours.
- Debate and discussion scenarios expertly facilitated.
- Keeping it real! We offer a highly skilled programme team with a wealth of experience to draw upon.

High level aims and outcomes of our Leadership Development Programmes include:

- Appreciate and value the impact that compassionate and effective leadership has on patient outcomes and quality of care.
- Be able to critically reflect upon the impact of their personal leadership style, recognising that their thoughts affect their feelings which in turn affects how they behave and show up in the world.
- Engage individuals and teams more effectively.
- Be able to shape and adapt leadership behaviours to influence across departments, organisations, and systems.
- Be able to have more honest conversations and challenge poor behaviours.
- Use a range of tools to influence and lead with integrity.
- Become more politically savvy at local, regional, and ICP levels, understanding their role as not only part of their organisation but in the wider system context.

We currently work with a range of organisations and systems supporting both individual professional groups and multidisciplinary groups.

The Medical Leadership Programme

The ILN have a reputation for delivering high quality and impactful medical and clinical leadership, having mainly worked with organisations to develop medical and dental leadership capability.

The programme aims to develop medical leaders to be flexible, adaptive, and responsive to the dynamic business needs of complex and ever-changing systems.

We want to develop future medical leaders who will be engaged, highly motivated, strive for exceptional results, build effective and sustainable relationships, and recognised for their breadth of contribution, leadership, influence, and challenge.

Leadership is the most influential factor in shaping organisational culture and providing safe, high quality, and compassionate patient care. Engaged medical leadership is fundamental for setting the vision and creating the right culture for staff to flourish.

We know and understand that being a clinician is part of who a person is; it can be a challenge to let go of the work that makes us who we are, and how we define ourselves as a 'Clinician', or 'Doctor'.

The Medical Leadership programme focuses on the skills and behaviours needed to support participants to manage and embrace the transition into leadership.

★
SCAN TO WATCH OUR
MEDICAL LEADERSHIP
VIDEOS ★





The Leading for Healthcare Scientists Programme

There are an estimated 50,000 healthcare scientists working in the NHS and public health services, and who provide fundamental roles which underpin an estimated 80% of all diagnoses. The role of a healthcare scientists is far reaching, and they play a vital role in innovation and transformation. They provide the backbone of NHS services, ensuring rapid diagnoses and better outcomes for service users. However, as a profession they are relatively underinvested in, in terms of leadership development, given the significant value they add to healthcare services. Now is the time to support, nurture, and grow their leadership capability. This in turn will enable the transformation in healthcare, innovation, research, and academia and transformation.

This programme aims to develop healthcare scientific leaders to be flexible, adaptive, and responsive to the dynamic business needs and of complex and ever-changing systems. These skills will be essential in the context of the shift towards integrated care systems, and statutory changes, and legislation which will require leading in new uncharted territory.

Our ambition is to develop future healthcare scientific leaders who will strive for exceptional results and build effective and sustainable relationships whilst being engaged, highly motivated, strive for exceptional results, build effective and sustainable relationships, and will be recognised for their breadth of contribution, leadership, influence, and challenge.


The Nursing and AHP Inspire Programme

Nurses and Allied Health Professionals (AHP) are often promoted into leadership positions without the support of development to enable them to be great managers and leaders. However, we know that the impact their leadership has can be felt far and wide with a significant impact on quality and safety of frontline clinical services.

We offer a combined programme which supports nurses and AHPs to be able to manage exceptionally well by equipping them with management capability and an understanding of quality, finance, risk and workforce planning. We also work with them to develop their own leadership and that of their team's and services.

The programme enables participants to become more self-aware and be great managers who engage, support, and challenge their teams. The programme also enables participants to have a better understanding of the broader strategic context in which they work, including effective clinical and corporate governance and how to operate and influence within this.


What clinicians said about our leadership development programmes:




'I have reduced my emotional responses at work, and I feel more empowered to deal professionally with difficulties without getting 'drawn in'.



'The course has helped me to think more about the human elements of work and change'.



'More confident, more empowered and more prepared with regards to future and current leadership roles within the organisation'.



'This is by far the best leadership course I have been on. Really enjoyed the content covered and the way it was delivered...Thank You'.



Scan for more testimonials



COACHING & ACTION LEARNING

Courageous Coaching

‘Choose courage over comfort. Choose whole hearts over Armor. Choose the great adventure of being brave and afraid at the exact same time’.

Brene Brown

We believe that coaching shouldn't be reserved for the few; for senior people or for people who are at critical points in their journey. Coaching should instead be a fundamental part of how we lead, how we engage people, and how we support and challenge everyone to be the best versions of themselves, show up, and be authentic.

‘As coaches we encourage vulnerability and courage, and we equip people to connect with the best versions of themselves’.

The ILN team offer a selection of coaching services which draw on our extensive skillset and years of experience.

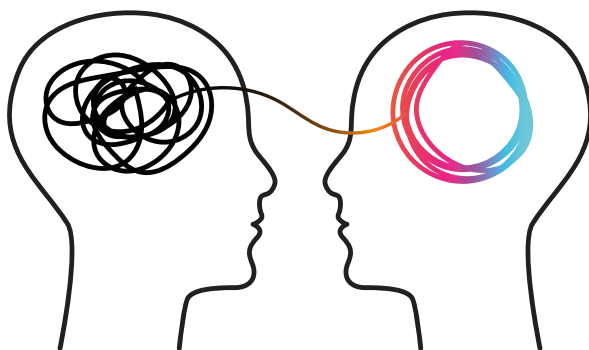
One to One Coaching

One to one ‘Performance’ and ‘Executive’ coaching is aimed at senior leaders and those who lead complex services and teams. It creates a safe and confidential space to talk through challenges, set goals, explore, and be curious.

We believe that everyone has the potential to succeed and that coaching provides the space and time to think, explore, and challenge our own assumptions and beliefs which may be holding us back.

Our coaches are authentic, values driven, and have the ability to build rapport, be supportive, and make you feel comfortable when exploring what is often inevitably uncomfortable. As coaches, our aim is to encourage and create individual growth, self-awareness, and personal insights that help empower.

We are EMCC or equivalent registered coaches who also draw on our NLP practice to enhance and enrich the experience.



Coaching Cultures

'Don't believe everything you think.'

Coaching as a key fundamental in leadership should be at the heart of how we lead, from corridor conversations to formal coaching sessions. As an organisation who is passionate about development, stretch, and growth in people, we have a strong coaching ethos. We work with organisations to help them create a culture of coaching underpinned by a coaching ethos.

Creating a coaching culture can help organisations to:

- Increase performance and productivity.
- Enable the coachee(s) to find their own solutions to their issues and challenges.
- Enable more meaningful and impactful conversations.
- Support appraisal conversations and 1:1 conversations.
- Help to challenge assumptions and self-limiting beliefs that hold people back.
- Enhance confidence and resilience and become more resourceful.
- Broaden perspectives.
- Form positive habits of asking more questions, staying curious, and avoiding judgement, whilst building trusting relationships which are a key enabler of any people-driven process.

The Inspiring Leaders Network can work in partnership with you to benchmark and formulate a roadmap to embed a coaching culture using our 'Organisational Coaching Cultivation Framework and Index' including benchmarking. This involves:

- Providing an insight into what good looks like using our cultivation index.
- Benchmarking and proposing bespoke plans, outlining key challenges.
- Designing and, if required, delivering and supporting the embedment of a programme of work.

Action Learning Establishment and Facilitation

Action Learning Sets are a powerful and practical work-based approach to supporting development in which the individual and the set take responsibility for their own learning. It is based on the principle that, whilst they may have a limited capacity to learn from being taught, people have an unlimited capacity to learn from experience.

Action Learning is a process of learning and reflection which focuses on issues and problems that individuals bring to the group, and/or collective issues shared by the group. Action Learning is based on the relationship between action and reflection, where members share a desire to explore issues and move them forward. Individuals learn with and from each other by working on their own challenges and reflecting on their experience. This process can be applied to any number of different workplace issues and challenges – the results can be swift and resonant.

We have successfully supported organisations and systems to design action learning sets, either as part of a formal programme or stand alone as an organisational development intervention, to create collaboration between differing professional groups or management and leadership teams.

We also offer support and development to enable your teams to self-facilitate action learning.



1 Day workshops

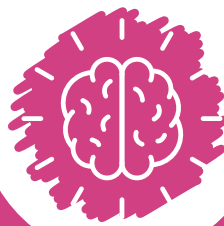
The ILN offer a wide range of 1-day workshops which can be delivered face to face or virtually. The following is a current list of workshops and masterclasses. However, the list is not exhaustive and we can work with you to design bespoke workshops to meet individual needs at regional or organisational level.



Introduction to Strategy



Demystifying the Board



**Corporate Governance
and the CQC Well Led**



**Having Honest
Conversations**



**Aspiring Executives
Workshop
Getting ready**



**Risk and Strategic
Finance**



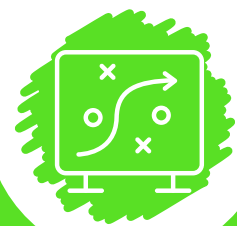
**Encouraging Wellbeing
Bringing Joy into our work
and relationships**



Strategic People Planning



**The Art of Presenting
Papers for Assurance
Including how to write a great
paper/ report**



**Coaching for Culture
Change**

Meet the Team

Kirstie Stott – Founder and Managing Director ILN



An NHS lifer and Executive Coach with a whole host of leadership experiences underpinning her practice. A successful entrepreneur who founded the 'The Inspiring Leaders Network'.

Kirstie is an exceptionally creative big thinker who can quickly design innovative and challenging development and programmes of work.

She is an advocate, champion, and campaigner for equality, equity, inclusion, and diversity at all levels of organisations with a focus on senior and board level working across health and care.

Lover and believer in people. Wholehearted development. Connector of people, hearts, and minds.

A passionate leader who believes in the power of people and the difference in how they can lead. An NLP Practitioner and an Executive Coach with a background as a Board Director in the NHS.

Nicky is a cultural transformation ambassador who is creative, innovative and solution focused, enabling engagement at every level to shape the culture and make a real difference.

She is an agitator in challenging inequity and fairness, proud to be an ambassador of leadership and the power of many.

People-centred. Passionate in abundance. Energy creator. Relationship Builder connecting people.

Nicky Ingham – Director ILN



Dr Matt Walsh – Associate Delivery Partner – ILN



35 years with and for the NHS as a doctor, clinical leader, senior executive, coach, and mentor, who says “I still haven’t found what I’m looking for. I am still curious to know what it is really all about.”

Matt believe we truly only have 5 things; our words, our courage, our relationships, our choices, and our willingness to support each other.

He hoping that during this phase of his life, as he continues to learn and grow, he can help others to travel a journey into the heart of their leadership, to think about the way they use their gifts to enrich their experience of work, to enrich the experience of others, and to find ways to notice the beauty along the way.

A poet. A musician. A lover of nature.

Ismail Hafeji – Associate Delivery Partner

A strategic and operational former NHS Director of Finance with over 14 years of board level experience and an outstanding track record of implementing financial strategies, delivering statutory duties, and building organisational resilience.

Ismail is respected and recognised across the finance community, leading change and setting strategic direction.

He has an engaging personal style and highly developed communication skills which he makes ongoing use of an executive coach and mentor. He also boasts an excellent understanding of health systems having operated as a Commissioner, Provider, and as part of the regional team.



People Investor. Committed. Value-based.

Marie Thompson – Associate Delivery Partner – ILN



An experienced senior leader and registered nurse who has had the privilege of working at Board, Non Executive, Executive and Clinically in a career spanning 37 years in the NHS and public sector.

In short, Marie has learned a lot from her great colleagues, laughed a lot, felt frustrated at times, cried a little but overall has always enjoyed making a difference and plans to continue doing so!

Cherisher of family and friends. Lover of the outdoors (especially with a dog, bike, or trainers)!

Kevan Taylor – Associate Delivery Partner – ILN

A social care practitioner by background with a lifetime career dedicated to it.

Kevan is an experienced leader in Social Care and the NHS with five years as an NHS Executive and 19 as CEO. He has established long standing partnerships with health services in Uganda, working on leadership development, coaching, and Trustee of both the Uganda partnership and local Dementia Trust.

He believes that: we all continue to grow; respect is the fundamental underlying value; and our integrity is judged by how we live and behave according to our values.

Strong belief that people, culture and relationships are key to leadership.



Dave Thornton – Associate Delivery Partner



A successful and sought after Executive Coach and 'top team' developer for a range of organisations across the UK and beyond.

Dave is direct, challenging, and yet supportive of individuals and teams as they unlock their potential. It is described that his sessions are like conversations with real purpose that create movement and yet required courage. His sessions specialise in behaviours that make people more effective, keeping them healthy and in turn helping set value-based cultures across organisations.

Believer in standing Apart not Alone. Diversity Supporter. Facilitator of honest conversations to create honest organisations.

Rudy - Director of Well-being & Happiness

Extensive experience in bringing happiness to people, offering a feel-good factor and ability to support the team to get outside more for walks.

Rudy has attended many online programmes by the ILN and has the right qualities to distract people.

Loveable mischief maker, snack scavenger, and spotlight stealer.





Let's work together!

Contact us to find out more:



@UK_ILN



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www.theinspiringleadersnetwork.co.uk