

# The Change Partnership

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## Peninah Thomson



Three threads run through Peninah's work: a belief in real communication, which she thinks is the engine-house of understanding and co-operation between individuals, groups and nations; her commitment to helping people identify more options than they thought they had; and the buzz she gets from helping good people work their way through to decisions and action.

### Professional Expertise

Peninah works in both the public and private sectors with individual Chief Executives, Board members and Boards as groups, on strategy, organisational culture, organisational change and leadership. She has worked in fourteen countries, and is an expert Process Consultant and Facilitator, a trained Counsellor and a trained Gestalt Psychotherapist. For the last seven years Peninah has worked exclusively as a Senior Executive Coach.

### Selected Client companies

European Investment Bank	N M Rothschild & Sons
Channel 4	J P Morgan Chase
Arts Council of England	Lloyds TSB plc
International Water Ltd	Granada
Department of Health	The Post Office
Marks & Spencer plc	Foreign Office
Barclays Global Investors	BBC
Crown Prosecution Service	Cabinet Office
Ernst & Young	H J Heinz
Philips International b.v	Shell

### Specific Coaching Experience

- n working with the Chief Executive and Board of a FTSE100 plc to build Board effectiveness in preparation for a major product launch
- n working with the newly-appointed Group Marketing Director of a major UK Bank to ensure they achieved optimal effectiveness in role in the shortest period of time
- n supporting an Executive Board Member of a major UK Broadcaster during rapid organisational change; advising on enhancing the senior team's performance
- n being a sounding-board and confidential advisor to the Chief Executive of a global utility over a three-year period, from start-up to sale to new shareholder
- n advising the Senior Partner of a "Big 4" professional services firm on issues relating to the take-up of a global role
- n supporting the first woman to be appointed to a FTSE100 company's main Board; advising on issues of organisational culture
- n designing and delivering conflict resolution interventions, and mediating between three international organisations at country-level at request of the IBRD (World Bank)

- n advising the Chairman of an international retailer on issues relating to Board dynamics.

### Accomplishments

Her work on leadership, organisational change, women's leadership, business ethics and corporate governance has been published in four books and nine refereed articles. An experienced speaker, she has presented papers on these topics at twenty-three national and international conferences.

### Previous Experience

Peninah's career began as an international civil servant and diplomat for the UK Foreign and Commonwealth Office (FCO). Based in Paris, she worked direct to the Board of National Delegates of NATO in Rome, Paris, The Hague, Munich and Washington. After Doctoral Studies at the University of Oxford she joined PricewaterhouseCoopers. In eight years in the Government Services & Economics Group she worked on UK and international assignments and also at Cabinet Office level in the Governments of Hong Kong, Singapore, Ghana, Kuwait and India. She spent two years on secondment to the UK Cabinet Office. Work with the EU included four months in Strasbourg working to the Council of Ministers, and a year's secondment to the European Investment Bank as an advisor to the President. She was subsequently made a Director in the Corporate Transformation Practice of PricewaterhouseCoopers. In 1998 Peninah joined The Change Partnership as a Director and Executive Coach.

### Educational and Professional Positions/Qualifications

BA (Hons) English and French Literature (Class 1) Oxford Brookes University

Certificat d'études françaises de l'Université de Grenoble  
Certificat de la Langue française (degré supérieure) de la Sorbonne

Doctoral Studies (DPhil), unfinished, University of Oxford  
Beatrix Warr Goodman Scholarship, Lady Margaret Hall, University of Oxford

Certificate in Counselling, the American Hospital, Paris  
Trained as Gestalt Psychotherapist, Metanoia Institute  
FRSA - awarded the Society's Silver Medal.