



Nicola Baines: BSc Econ PGCert MIC CMC AMAC – Principal Consultant at Berkshire Consultancy Limited

Nicola began her career in consultancy 15 years ago. She is an experienced Learning and Development Consultant and Project Manager who has worked with organisations across the public and private sector.

Nic has designed and delivered a variety of experiential, engaging and high impact learning and development interventions that have built both individual and organisational capability. Over the years, she has developed her thinking and practice in the space of Organisational Development particularly in working with organisations and their people to bring about change in the space of Diversity and Inclusion, an area of personal interest. Nic is currently undergoing a piece of research inquiry exploring 'women in leadership' and of particular interest is looking into the changing wants and needs of women in work at different life stages and how organisations work with this.

Nic has excellent communication skills as well as a strong customer focus which she uses to build successful collaborative working relationships. Nic is currently leading the largest ever pan Government Positive Action Pathway Leadership Programme managing complex stakeholder relationships and over 2000 participants over the last 4 years. She has also led a senior leadership initiative for the National Offender Management Service winning National Training Awards for Best Public Sector Project and Best Leadership Programme.

Outside of work, Nic enjoys having adventures with her partner and two small children – exploring cities through to camping adventures! She also plays netball in a local social league and has just committed to running the Great South Run in late October.