

## Consultant profile – Judeline Nicholas



Judeline has more than 30 years' learning and development experience, working with clients in the public, private and charitable sectors on training and consultancy projects in the UK and the US. Her key specialism is equality, diversity and inclusion: supporting clients by reviewing diversity policy and working practices, and by designing and delivering diversity training programmes to build capacity and give businesses a competitive edge.

Judeline also draws on her experience as a Lay Panel Member of Employment Tribunals (Discrimination) to give her training programmes additional authenticity.

### Career highlights

Judeline founded her consultancy in 2004, having previously been Specialist Learning and Development Manager at Slough Borough Council, HR Strategy Officer at the Greater London magistrates Courts Association, Training Manager at the Association of Teachers and Lecturers and a trainer at the National School of Government. Judeline has worked with a wide range of clients in local and central government, the NHS, education, unions, housing associations, charities and also, increasingly, in the private sector.

### Sample client projects include:

- Designed and delivered Equality, Diversity and Inclusion programmes for all staff on site at Cargill (the largest private company in the USA). She has also delivered EDI programmes for ABB branches in the USA and was invited to continue the work with their sponsored graduate scheme at Purdue.
- Designed and delivered Recruitment and Selection programmes for Rennie Grove Hospice, Queen Mary University of London, YMCA, Royal Brompton Hospital, and several local authorities
- Designed and delivered Change Management programmes for local authorities including a programme for Change Champions at London Borough of Barnet.

### Key areas of expertise

- Equality, diversity and inclusion – advice, support, training
- Leadership and management skills
- Managing change
- Wellbeing
- Recruitment
- Learning needs analysis
- Learning and development design
- Delivery and facilitation
- Coaching
- Performance management

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## Testimonials

'As my coach Judeline didn't change my life – she did much more! She opened my eyes and helped me build a set of empowering tools to change it myself! From the moment we started talking, she pushed me, helped me, supported me, believed in me, was there for me patiently talking me through various elements of my career until I got it. It being who am I, what I want and how to get the things I want. With her incredible listening skills, empathy, intuition and a vast professional experience to draw from, she asks challenging and focusing questions, unpicks your family conditioning, limiting beliefs, looks at things you think you want and the ones you really want. Then guides you and support you all the way. I am incredibly grateful to have met and worked with her and could not recommend her enough to anyone who needs help in their life.'

'I hired Judeline whilst I was working at Queen Mary to run our recruitment and selection course. I was extremely impressed by her passion and knowledge on diversity and equality issues. Her commitment to equality and diversity issues in relation to recruitment was impressive and consistently enthusiastic. I have found Judeline to be an effective advocate for equality and diversity improvement and did a fantastic job of embedding awareness of equality and diversity in the recruitment process. She's great to work with - calm, effective and professional. I have no hesitation in endorsing Judeline and I am convinced she would be a credit to any organisation.'

'Judeline helped me as a manager with all aspects of learning and development for my team, and was invaluable in putting together a meaningful kick off session with my department to roll out our new strategy. She listened to our team's needs and the objectives I wanted to achieve in the session before putting together her recommendations. Judeline remained budget conscious but did not restrict the possibilities or ambition of the session, and on the day was incredibly hands on and accessible with the whole team. We had fun, learned about ourselves and each other, and were able to capture some key action points that formulated our strategy. Every time I worked with Judeline I was impressed with her kind nature, informative input, and interest in human nature and professional development. I'd gladly work with Judeline again!'

'Judeline is a highly skilled and experienced Learning & Development professional. Her training delivery style is engaging and thought provoking, and her events are enriched by her extensive knowledge and passion for her subject matters. I would highly recommend Judeline and hope I have the opportunity to work with her again in the near future.'

## Qualifications, training and professional memberships

- MBTI
- NLP Practitioner
- PPA
- Belbin Team Roles
- Workplace Mediation
- Fellow of the Chartered Institute of Personnel and Development
- Fellow of the Institute of Training and Occupational Learning
- Finalist for the Director of the Year Awards 2019 by the Institute of Directors ('Highly commended')