

## Consultant / Trainer profile – Clare Joghee



Clare is an organisation design and development consultant, leadership development specialist and executive coach with twenty-five years' experience working across the UK Civil Service, wider public sector and commercial organisations. Since beginning her consultancy work in 2017, she has worked with executive teams and organisations to strengthen leadership, develop culture and unlock systemic change, creating operating models and cultural shifts that work together seamlessly to drive strategy and enhance performance.

Clare brings a deep understanding of psychology, behavioural science and cultural frameworks, combined with contextual acumen and the ability to work effectively in politically complex and ambiguous environments. She helps organisations unlock performance through the alignment of structure, leadership behaviours and culture, recognising how behavioural patterns can both support and derail strategic ambitions.

She has a well-honed ability to 'see' system interconnections, spotting patterns across individual, team, and organisational levels. This diagnostic skill allows her to design change interventions that are appropriate to complex, adaptive systems, holding plans lightly and responding to emerging data. Clare is skilled in building clients' capacity to observe their own system dynamics, enabling leaders to better navigate uncertainty and embed sustainable change. She generates curiosity in client systems, fostering resilience and creative thinking, while supporting clients to see, understand and work with the forces at play in their organisation.

Clare is experienced in working with leadership resistance to change, creating safe spaces that surface tensions and allow groups to process difficult conversations productively. She designs and facilitates interventions that help teams work through real-time issues, combining sharp observation with a grounded, facilitative presence. Clare is skilled in enabling groups to identify and address diversity, inclusion and equity challenges, balancing individual and group needs and helping leaders and teams to work together for shared purpose.

Clare brings psychological depth, systemic insight and practical delivery, helping leaders and organisations see themselves more clearly and move forward with purpose.

### Key areas of expertise

Her group process skills can be used in a vast array of interventions, for example:

- Executive Coaching
- Team Development
- Culture Change
- System Inclusive Organisation Design

These group process skills include:

- Building client capability to observe and work within their own system
- Creating environments where psychological safety and genuine dialogue emerge
- Diagnosing and addressing group process challenges in real-time
- Teaching foundational group process skills within client organisations to build internal capability
- Navigating and resolving conflict in group settings
- Holding the tension between individual and group needs to progress collective work



- Working effectively across cultural boundaries and addressing issues of diversity and inclusion with care and skill
- Enabling organisations to build resilience through greater system awareness and leadership alignment

### **Career highlights**

Clare's recent work includes executive development, organisation design and cultural change projects with clients including Costa Coffee, NHS Trusts across the UK, HSIB, Assoc. of Accounting Technicians, The Home Office, The Nursing and Midwifery Council, Health and Safety Executive, Independent Office for Police Conduct, Veterinary Medical Directorate, Wirral Council, Department for Education, The Kennel Club and Bourne Leisure Ltd.

- Head of OD, L&D and Leadership Capability; National Crime Agency, 2015-2017
- HR Capability and Talent Lead; Cabinet Office, 2013-2015
- Head of Core Skills Assessment Centre; Home Office, 2012-2013
- Organisation Development Consultant; OD Shared Expert Service, Home Office, 2011-2012

### **Qualifications, training and professional memberships**

Clare holds an MSc with Commendation in People Management and Development and a BA (Hons) in Drama. Her OD practice has been shaped by practitioner programmes at Roffey Park and Ashridge. She is a PCC-accredited coach and certified psychometric practitioner (EBW), with additional qualifications in Organisational Constellations, Cognitive Behavioural Therapy Approaches, Gestalt group facilitation, Action Learning Set facilitation, and executive coaching and mentoring.