



Facilitator profile – Sarah Luke



Sarah is an experienced learning and development consultant, facilitator and coach who helps people, teams and organisations turn insight into practical change. Her facilitation style is warm, energetic and inclusive, with an appropriate balance of support and challenge. In terms of approach, she combines clear structure with the flexibility to respond to the people in the room, using their experiences and workplace challenges to create useful, participant-centred learning and a space where people feel comfortable contribute and learning from one another.

Outside work, Sarah spends her time volunteering for her local youth football team and enjoys long walks with her family and two dogs.

Sarah specialises in leadership/management and team development, with a particular focus on equality, diversity and inclusion. She works with teams to build awareness, respect and curiosity about the diversity of experiences and perspectives that strengthen how people work together. She also supports leaders and boards of trustees to develop the confidence and practical skills to lead inclusively and create cultures in which people feel valued, able to contribute and that they belong.

Areas of expertise and specialisms:

Inclusion: Moving from awareness into leadership behaviour, workplace practice, decision-making and culture

- Inclusive leadership and creating cultures of belonging
- EDI awareness, confidence and practical application
- Neurodiversity and inclusive workplace practice
- Fair and inclusive policies, processes and decision-making

Team Development: helping teams build trust, navigate their development and work together effectively.

- Team development, cohesion and high performance
- Building trust, psychological safety and respectful relationships
- Developing new and aspiring managers

Communication: building confidence and capability around influence, feedback, conflict and important conversations.

- Assertive, confidence and personal impact
- Influencing, stakeholder relationships and persuasive communication
- Important conversations, conflict and constructive challenge
- Effective feedback coaching conversations and performance development

Client feedback

"Your amazing energy came shining through in the session today. I especially appreciated your ability to keep us engaged and on track. Full of insights that really made me think about who I want to be as a manager and changes I need to make. On to start using the tools you gave us to work with my team"

Participant on a Management Development programme

"I can't thank you enough for the fabulous programme that you delivered to our Housing team. There were one or two sceptics at the beginning, but you won them over completely. Thank you for being absolutely brilliant and making the whole team feel comfortable to contribute. I'm sure everyone will benefit from the knowledge they have gained."

Service Director, Housing and Environmental Health

"I really valued the time we spent together before the training, and this was clear in the exercises you had chosen and how they best suited the team. Your knowledge of our 'unique' business and the way that we work together also made the day all the more relevant for the team."

Head of Client Services

Sarah is based in Hertfordshire and works across the UK.