

DENA MICHELLI PhD, MSc, BA(Hons)

I am a facilitator, executive coach and programme director with a wide range of leadership development experience and expertise. During my career, not only have I created and facilitated management development and leadership programmes in the academic setting of London Business School but also for the Chartered Management Institute (a professional body that exists to promote the art and science of management and leadership) and in the international corporate environment. In addition to being an executive coach, I have an MSc in evaluating the impact of development programmes and a PhD that resulted in the identification of a process that informs and guides people through personal and professional transitions.

My career has ranged from working in industry as a mechanical engineer, through fulfilling the role of Director of Business Development for London Business School, to working as a senior consultant and coach in the management of talent. This broad professional background enables me to tread the leadership development field with confidence.

I have published books and articles on personal effectiveness and communication skills and have run workshops and contributed to broadcasts on this topic. In addition to perpetuating my research and writing interests, I am now an independent consultant specialising in executive coaching, leadership development and the diagnosis, development and deployment of senior executive talent.

I can offer the following areas of expertise:

Executive coaching for leaders who are facing unprecedented business challenges or encountering personal or structural obstacles on their career path
Facilitation of group discussions whether these be exploring the strategic horizon, illuminating and working with team dynamics or promoting ideas generation
360 degree feedback on an individual or group basis enabling increased self-awareness and behavioural change
Designing and delivering personal and professional development programmes to meet the strategic objectives of the commissioning organisation
Evaluating the effectiveness of developmental interventions to measure the return on investment
Identifying, developing and managing Talent in the high potential group so that this strategic asset may be positioned to best advantage
Writing books, articles, cases, communications
Editing pieces by other authors in readiness for publication
Career planning for those who are encountering a career decision or transition.

“I have known Dena for many years, in various capacities, since she has worked with me as a coach, a senior administrator and a leader, on various projects.

She has a rare combination of gifts: she is highly insightful and smart about business relationships, she has a deep analytical grasp of relevant and applicable ideas and frameworks, she has an extremely steady emotional approach to the most challenging situations, and an intensely practical way of coaxing practical solutions out of problems.

She is above all courageous, humane and a completely safe pair of hands.”

Professor of Organisational Behaviour
London Business School

Clients

I have worked with the following organisations:

A&C Black/Bloomsbury	GlaxoSmithKline	Nestlé
ABB	Holcim	Novartis
Accenture	IMD	Nutricia
Actavis	Kantar (part of the WPP	Rabobank
Anglo American	Group)	RBS
Areva	Kenya Airways	Rio Tinto
BAA	Laing O'Rourke	Roche
BAE Systems	LloydsTSB Banking Group	Saïd Business School, Oxford
Chartered Management	London Business School	Scottish Widows
Institute	Marshall Cavendish	Simmons & Simmons
Glaston	Maxxium	Swedbank
		Zurich

Career Summary

Since early 2002 I have been working as an Executive Coach with London Business School and IMD. In addition, I have acted as an independent Programme Director for company-specific leadership programmes run through the Centre for Management Development at London Business School. As an Executive Coach in the business school context, I facilitate 360° feedback in groups, engage in one-to-one coaching assignments and assist in building teams through revealing group dynamics. I continue to research and write on the topic of personal transformation.

Until the end of October 2003 I directed the Senior Executive Programme run by Executive Education at London Business School and, in collaboration with Geraldine Kilbride, continue to promote the Life-Visioning process that was born of the Senior Executive Programme. (See www.VisioningWorks.com) More recently, I have joined the network of senior consultants for Cascãd where my skills as programme designer, workshop facilitator and coach are exercised. (See www.hannahgreenwood.com)

Assignments outside London Business School include the identification of high potential senior executives for recruitment, succession and career planning for organisations as Scottish Widows, Laing O'Rourke and Actavis (Europe's largest generic pharmaceutical company). I also write and edit for Bloomsbury Publications, now A&C Black.

Potentia International - 1998 – 2002 Senior Consultant/Account Manager

Potentia International developed a proprietary product for determining the management potential of individuals and teams. Having been licensed in its use I use this method to assist large multinational organisations in their development initiatives, including: individual development and career path planning, succession planning, top team development, role profiling and recruitment.

During my time at Potentia, I was responsible for initialising and building a new set of client relationships with organisations such as: Prudential, Egg, Reuters, Rio Tinto, Halliburton Brown & Root, Woolwich, Nutricia, Accenture, Spirent, Gillette and Zurich Financial services.

“Dena has been a valued Associate of my business for many years, chiefly involved in complex learning and coaching assignments, often employed as a highly-regarded Potentia practitioner.

A high level of Emotional Intelligence combined with a broad range of practical experience means that Dena possesses skills with particular application in coaching and mentoring senior female candidates, something that differentiates her from many other service providers.

I have found that Dena adds significant value to any assignment. Clients and candidates alike speak well of their experiences – all testify to her consummate professionalism and impeccable quality of delivery.”

Founder and Managing Director
Manifest Assessment Limited

This enabled me to deliver a significant contribution to the revenue stream. In addition, I trained many international groups of key client organisations in the use of the Potentia technology.

London Business School - 1995 – 1998 Business Development Director

This position enabled me to develop the Executive Education business in UK, Europe, The Americas, Australia, India and South East Asia. In these varied cultures, I consulted with many large, multinational organisations throughout the world and represented the School on conference platforms and within the international network of business schools. During this time, I was successful in developing relationships that accounted for over 50% of the £4.5m business.

In addition to my business development activities, I also directed the Accelerated Development Programme, which was aimed for young high potential specialists destined for leadership positions.

From the writing perspective, I conceived, launched and edited *Executive Education Update*, a biannual newsletter that was distributed to all current and potential clients around the world.

The Institute of Management - 1988 – 1995

My time at The Institute of Management exposed me to several different roles. As Head of Executive Liaison I conceived, created and established The Executive Association, a senior network with a focus on continuous professional development. Prior to this, I acted as Head of Senior Management Programmes when I resourced and commissioned a ‘virtual’ faculty, increased the level of provision by 100%, designed and developed The Effective General Manager Programme and ran the Boardroom Briefing series for senior members of the Institute. Later, my role expanded to include running the open course programme. This required me to plan, develop, promote and manage all open, non-accredited, training programmes, improve the range, competitiveness and reputation of the short course programme and double the revenue.

Turner and Newall plc - 1985 – 1988

At the early stage of my career, I was a Research Engineer responsible for creating new production processes for machining nozzle guide vanes.

Education and Professional

PhD - A grounded theory study of adults' experiences of transformative learning as part of personal development, October 2004 - The University of Surrey

MSc in Human Resource Development (Distinction), 1996 - Lancaster University

Bachelor of Arts (Hons) Mechanical Engineering, 1987 - Open University

Publications

Currently writing a book on 'choices' with Julie Simpson for Marshall Cavendish which is due to be published 2010/2011

A Woman's Way: the transformative journey from hurt to happiness, O-Books, April 2008

Co-authored Mapping Transformative Learning: The potential of Neuro-Linguistic Programming with Paul Tosey and Jane Mathison. *Journal of Transformative Education*, Sage Publications, April 2005

"I have just accessed your site and read Leadership – the call to adventure. The analogy is excellent! It immediately inspired me to take on the daily challenges with renewed enthusiasm.

As you so eloquently write, by slaying the dragon we are changed ourselves. And for me there is no greater prize than ongoing personal renewal.

Beautifully written with vivid examples to drive the point home.

It is a powerful reminder to me of the reason why I have appreciated and enjoyed your coaching so much."

Business Excellence
Nestlé Waters Operations

Introduced and co-wrote Make it Happen: How to get ahead and be happy at work. Published by Bloomsbury Publications, 2005

Contributed thirty, two thousand word essays for Bloomsbury BUSINESS - The Ultimate Resource, 2002 and a further fifty in 2006/2007 for electronic publication.

Executive Development – Evaluating and sustaining the learning – HRDI Journal, Spring 1998

Management Directions – Networking – Published by the Institute of Management Foundation, 1995

Successful Networking in-a-week - Institute of Management book series published in association with Hodder Headway, 1995

Successful Assertiveness in-a-week - Institute of Management book series published in association with Hodder Headway, 1994

Conferences:

I have presented several papers at conferences on the topic of evaluation measuring the return on investment (ROI) from general management development programmes). These include:

- Japan Management Association, Tokyo - 1997
- European Foundation for Management Development (efmd), Prague - 1997
- Linkage, London - 1996

I have also given presentations on the topic of Networking to:

Women in Business in the Arab World, London - 2002
IPD HR Conference, London – 2000

Membership of Professional Bodies

Member of the Chartered Institute of Personnel and Development
Member of the Society of Authors

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