

**Sophie Norton**  
**AMInstLM, BA, DipMgmt(Open), Dip COT**

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[www.snclcoaching.com](http://www.snclcoaching.com)

A highly skilled coach, facilitator and trainer with over 30 years' experience. Worked with more than 25 client organisations in a wide range of sectors including health and social care, charity, retail, transport, security and finance. Confident, imaginative, energetic and highly motivated with a successful track record of supporting individuals, teams and organisations in diverse and demanding environments.

### KEY SKILLS AND BEHAVIOURS

- Values driven and results focussed
- Exceptional interpersonal skills
- Determined and tenacious, articulate and persuasive
- Proactive and flexible, organised and meticulous

### CURRENT ROLES

**Director – Sophie Norton Consulting Limited (SNCL)** since 2005

Coaching, mentoring, facilitation and training (including the use of psychometric profiling), to support individuals, teams and organisations with personal and team development, leadership development, career development, transition and outplacement, assessment for selection (recruitment), communication and personal impact.

**Associate Trainer – Training for Change (T4C)** since 2005

Interactive drama-based training and development consultancy.

**Consultant Coach – Working Transitions** since 2016

Providing transition coaching in a wide range of industries in both private and public sectors.

**Associate Director – Penguin Learning** since 2017

Partnering with businesses to develop their senior leadership and create high performing teams.

### QUALIFICATIONS AND ACADEMIC ACHIEVEMENTS

Wave Practitioner (psychometric)	-	2016
DiSC Practitioner (psychometric)	-	2016
Executive Coaching & Leadership Mentoring (Level 7)	-	2015
Certificate in Advanced Executive Coaching	-	2015
BPS TUOA (Level 1)	-	2015
Talent Dynamics Performance Consultant	-	2014
16PF Practitioner	-	2014
FIRO-B Practitioner	-	2014
MBTI Practitioner (Step II)	-	2014
MBTI Practitioner (Step I)	-	2013
Professional Diploma in Management	-	2004
BA Economics and Politics	-	1995
Diploma in Occupational Therapy	-	1986

## S.N.C.L. ASSIGNMENTS (2014 - 2007)

Delivered over 15 consultancy and interim assignments including:

- **Head of Transformation and Delivery, Mental Health** 2014  
*NHS North West London*
- **Care Homes, Project Manager** 2013  
*Hounslow CCG and London Borough of Hounslow*
- **Mobilisation Manager** 2011-2012  
*Prime Diagnostics / InHealth*
- **Joint Commissioning Manager, Palliative Care & Physical Disability** 2010-2012  
*London Borough of Hounslow and NHS Hounslow*
- **Programme Manager, Older People's Resource Centres** 2009-2011  
*London Borough of Hounslow*
- **Development of a Clinical Governance Framework** 2009  
*Gloucestershire County Council*
- **Development of a Long Term Conditions Strategy** 2009  
*Wandsworth PCT*
- **Efficiency and Effectiveness Review** 2008  
*Blackburn and Darwen PCT*
- **Review of Child Health Services** 2007  
*Gloucestershire PCT*
- **Lay Secretary and PCT Negotiator** 2006-2007  
*Gloucestershire Local Medical Committee*
- **Bid Manager, Independent Assessment and Treatment Centres** 2006-2007  
*Netcare*

## MANAGEMENT AND CLINICAL EMPLOYMENT HISTORY

- **Director of Primary Care** 2003-2005  
*Cotswold & Vale Primary Care Trust*
- **Assistant Director, Service Development** 2002-2003  
*Cotswold & Vale Primary Care Trust*
- **Project Manager** 2000-2002  
*Cotswold Primary Care Group*
- **Quality Development Manager** 1999-2000  
*East Gloucestershire NHS Trust*
- **Head/Senior Occupational Therapist** 1997-1999  
*Gloucestershire*
- **Head of Day Care and Out-patient Services** 1992-1997  
*St Nicholas' Hospice, Suffolk*
- **Senior Occupational Therapist** 1991-1992  
*Addenbrookes Hospital*
- **Head Occupational Therapist** 1989-1991  
*Blandford Hospital*
- **Senior Therapy Manager** 1988-1989  
*Horizon Centre, Portsmouth*
- **Basic Grade Occupational Therapist** 1986 -1988  
*Churchill Hospital, Oxford*

## OTHER INFORMATION

- Professional Diving Instructor (PADI OWSI)
- EFR Instructor
- Member of the British Psychological Society
- Member of the Institute of Leadership and Management
- Trustee of Integrated Neurological Services (INS) 2012 - 2015