

Sophie Norton

AMInstLM, BA, DipMgmt(Open), Dip COT

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A highly skilled coach, facilitator and trainer with 40 years' experience. Worked with more than 35 client organisations in a wide range of sectors including health, social care, charity, retail, transport, security, insurance, finance and the armed forces.

Confident, imaginative, energetic and highly motivated with a successful track record of increasing individual, team and organisational effectiveness 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

KEY ROLE

Director – SNCL (Sophie Norton Consulting Limited) since 2005

Providing executive/leadership, transition and career coaching, facilitation, team development, bespoke behavioural/skills training and psychometric assessment/profiling.

OTHER ROLES

Associate – Cranfield Executive Development since 2024

Associate Trainer – The Apprenticeship College since 2022
Leadership and communication training

NHSE/NHSI Executive Coach – Approved Provider since 2016

Consultant Executive Coach – Working Transitions since 2016
Transition/outplacement coaching

Associate Executive and Career Coach – Capita since 2020

Associate Trainer – Train for Change (T4C) since 2005
Interactive drama-based training and development consultancy.

QUALIFICATIONS AND ACADEMIC ACHIEVEMENTS

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

¹ Psychometric tool

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 Clinical Commissioning Group 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 Primary Care Trust (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

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