



## Rebecca Nestor

Rebecca is an organisational consultant, facilitator and coach, based in Oxford. Her focus is organisational change, leaders and leadership, and career transitions. She is particularly interested in leadership in challenging situations.

Rebecca works within a framework that is often called the Tavistock Tradition: it draws on psychodynamic and systems thinking to look at the under-the-surface emotional experience within organisations, and how sometimes this experience is reflected in the organisation's culture, systems and ways of doing things.

She is an accredited facilitator of the Carbon Conversations programme designed by Rosemary Randall, is an active member of the Climate Psychology Alliance, and is conducting postgraduate research into leadership in climate change organisations.

Rebecca has supported organisations and leaders through difficult changes and transitions, as well as offering coaching and leadership development. Recent clients include Oxfam GB, the National Council for Voluntary Organisations, the Picker Institute and Advance HE.

## Education

- Professional Doctorate in Consulting and the Organisation, Tavistock & Portman NHS Foundation Trust/University of Essex (expected 2020). Research topic: the experience of leaders in organisations whose task includes communicating climate change
- Masters in Consulting & Leading in Organisations: Psychodynamic & Systemic Approaches, Tavistock & Portman NHS Foundation Trust/University of East London (2016)
- Masters in Business Administration, Open University (2003)
- MA English Literature, Cambridge University (1985)

## Voluntary activities

Trustee of Low Carbon Oxford North since 2012; treasurer since 2017; facilitator and co-ordinator of Carbon Conversations course

## Career history

Dates	Organisation	Position held and responsibilities
Jul 2010 to date	Learning for Good Ltd	<b>Sole director</b> of this consultancy. Clients include Oxfam GB, Low Carbon Oxford, Public Interest Research Centre, Advance HE (formerly the Leadership Foundation for Higher Education). Currently co-delivering a leadership programme for emerging leaders for the National Council for Voluntary Organisations. Awayday facilitation for Climate Outreach, several universities, Oxfordshire Mind. Coaching for Picker Institute Europe
Jan 2009 to date	Leadership Foundation for Higher Education	<b>Key Associate:</b> co-director for two major open programmes; consultancy in the UK and overseas, incl in-house leadership programmes for heads of department and other middle to senior leaders. <b>Projects</b> e.g. reviewing impact of senior

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	(now Advance HE)	women's development programme (2016), creating resources on management development (2014)
May 2010 to Oct 2015	Open University	<b>Associate Lecturer</b> , Open University Business School. Part-time tutor on <i>Working and learning: developing effective performance at work</i>
Jul 2010-Mar 2011	Oxfam GB	<b>Volunteer</b> at the Oxford HQ, working with UK Campaigns and the Organisational Development teams
Apr 2000 to Jul 2010	University of Oxford	<b>Associate Director, Oxford Learning Institute</b> . Leading professional development activities across the University
Aug 1995-Apr 2000	University of Oxford	<b>Head of Staff Development and Equal Opportunities</b> . Leading two small teams of professional staff responsible for staff and educational development and equal opportunities respectively
Sep 1992-Aug 1995	University of Oxford	<b>Equal Opportunities Officer</b> . Policy development and training to promote equality of opportunity within the collegiate University
Aug 1990-May 1992	Welwyn Hatfield Council	<b>Women's Officer</b> . Working to improve the Council's delivery of services to women and to promote equality of opportunity for women within the district, including staff of the Council
May 1988-Aug 1990	Borough of Pendle	<b>Equal Opportunities Officer</b>
Apr 1986-May 1988	Inner London Education Authority	<b>Training and Referrals Officer</b> , Contract Compliance Equal Opportunities Unit
Sep 1985-Mar 1986	Greater London Council	<b>Management trainee</b> , Architect's Department

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