

**Biog: Vyla L. Rollins**  
***Strategic Organisational Effectiveness Practitioner and Executive Coach***

Vyla Lejeune Rollins is an Organisational Psychologist who has worked as a global strategic Organisational Effectiveness consultant for over 35 years. An American by birth, but based in the UK for her entire career, Vyla's area of expertise is in working with organisations to systemically diagnose organisational performance and implement organisational/development interventions at individual, group, board and organisational levels. In terms of her more traditional Organisational Development work, Vyla has in-depth experience in the design and delivery of group/individual based performance/change initiatives, team effectiveness initiatives, applied leadership development, strategy facilitation at senior executive and board level, and executive coaching.

Vyla has built up her experience working as a consultant with a range of UK, European, North American, EMEA, and Global organisations, in a range of sectors, including organisations such as Glaxo Smith Kline, Kingfisher plc, HMRC, BP, Merrill Lynch, Prudential, and Whitbread. She has specific experience working with and coaching Managing Directors, S-Suite Leaders, Main Board Executives and Presidents within mid-size, regional and global organizations.

Vyla is frequently sought out as a speaker on topics relating to change, leadership and board dynamics and has had the privilege of working directly and/or collaborating with a number of change leadership thought leaders including Ronald H. Heifetz (Harvard), Otto Sharmer (MIT Sloan School of Management), Dan Cable, Randall S. Peterson, and Jules Goddard (London Business School).

In 2014 Vyla was appointed Executive Director of the London Business School Leadership Institute, whose vision is to have a profound impact on the world through the generation and curation of unique research, thought leadership, and outreach that raises the standard of best practice in global leadership.

In 2016 she was appointed to the Board of trustees for the Clore Social Leadership Foundation, and she is a former Mentor for the Tate Cultural Leadership Programme. She is also a consultant for Haydn 1791 is a network of senior executives with a significant track record in performing arts management who advise on a wide range of areas in performing arts management, as well as offer interim and project management to arts organisations.

Vyla received her BA in Industrial/ Organisational Psychology from Occidental College in the US and her M.Phil. in Organisational Behaviour from Bath University in England. She also holds a number of additional qualifications including a Certificate in Counselling and Psychotherapy from CCPE, a Certificate in Dynamics at Board Dynamics from the Tavistock Institute of Group Relations. She is also an Associate Fellow of the British Psychological Society, a Fellow of Royal Society of Medicine and a Member of the Association of Business Psychologists. Vyla is also a former Strategic Partner of Tavistock Consulting, the organisational consulting arm of the Tavistock Clinic.

**Biog: Kathryn Gordon**  
**Executive Coach, Organisational Change Practitioner and Coach & O/D Supervisor**

Kathryn is a Business Psychologist with over 30 years' experience as a change facilitator, leadership and team development coach, and stakeholder researcher with a range of clients across the third, public and corporate sectors. She has worked along a spectrum from education establishments, charities, social enterprises to research institutions along with work in corporates, from FMCG to finance, and more recently within the innovation ecosystem. She also brings experience as Chair of a charity, and an active trustee in Arts/ heritage charitable organisations.

Her work takes her into change at all points; whether it is sustaining change at a personal level, supporting those transitioning to the most senior roles, team shifts in how they work and are seen across their organisation, developing, and delivering a new product or service, influencing systems through programs, or organising teams and the wider structure to lean into changes in how work is delivered. She works alongside UKRI – innovate on system change moving academic projects to delivering in the world faster, within Zinc (VC) on individual and team coaching for small emergent organisations delivering social good, and within Oxford University, the Wellcome Foundation. She has worked on change for commercial organisations from a GE subsidiary, Ferrero Rocher, Cap Gemini, and has worked on innovation for clients ranging from Unilever to Sky media. She has worked through the process of change in the charity boards she both chairs and has sat on, St Albans Cathedral Fabric Trust, and Milton's Cottage.

Her particular focus is on dialogue, democratic discovery, co design and developing the internal stance to lead this process for leaders. She combines a systemic view with empathy and perspective taking to enable shared solutions. She is inspired by the neuroscience of vision and purpose along with divergent thinking practices for innovation. Clients say they value the care, 'green space' for the mind and insight and challenge that working with her brings. She is also a supervisor for other coaches. She is also an LBS Executive Coach, a mentor for INSEAD alumni, collaborates with Headspring (IE).