

Sue Pritchard BSc, PGDipMan, FRSA

Sue is a highly experienced process consultant, researcher and writer, with a credible 25 year track record in leadership and ‘whole systems’ development, action learning and research. Sue brings a deep appreciation of the real leadership and system dynamics in complex organisations, gained through her consulting practice in public, not for profit and private sector settings, her research and through her own Board level public appointments.



Undertaking a variety of assignments in leadership and whole systems development, Sue has:

- Designed and facilitated numerous leadership development programmes, in both public and private sectors, including health; social care; defence; environment; financial and professional services firms; not for profits; telecoms and communications.
- Facilitated Boards, top teams, project and partnership teams to help them accomplish their strategies, in large complex organisations, such as defence, health, local government, criminal justice; public/private partnerships and third sector organisations.
- Worked at the interface between politicians, officials and community groups to shift embedded patterns and relationships around practices of involvement, participation, decision making and evaluation in public service

Also an Associate Research Fellow at Ashridge Business School Sue is presently leading an international consortium of private, public and third sector organisations, researching the conditions needed for delivering multi-million dollar, multi-national, national-critical, politically sensitive complex projects. Sue was one of five UK members of the 30-strong ICCPM Global Task Force which produced “Global Perspectives and the Strategic Agenda to 2025”, launched in the UK by Cabinet Office Minister, Rt Hon Francis Maude MP and Amyas Morse, Director of NAO, in December 2011. Described by the Association for Project Management (APM) as an ‘industry leader’ in leading complex projects, Sue is a regular conference presenter and her next book, commissioned by Gower, is on this subject.

Sue is a founding member on the Editorial Board of the international Taylor and Francis journal, ‘Action Learning; Research & Practice’, and organises the biennial International Action Learning Conference, to be held at Ashridge in 2012, giving her a good insight into global trends in leadership. Sue’s own research interests are in leadership and change in complex social systems for sustainable futures. She has co-authored a number of books and papers, including:

- **Leading Change – a guide to whole systems working.** Attwood M, Pedler M, Pritchard S, Wilkinson D. The Policy Press, Bristol, 2003 (currently writing for 2nd Edition)
- *A Best Practice Guide to Culturally Competent Service User Involvement*; Altounyan, C and Pritchard S, Birmingham Race Action Partnership, 2002.
- *Supporting inter-organisational partnerships in the public sector: the role of joined up action learning and research.* Mann, P. Rummery K. and Pritchard, S, in **Public Management Review, 2004.**
- *Complex Programmes: a whole systems approach*, Pritchard S, in **Project**, October 2008
- *Why Change Programmes Fail*, Pritchard, S **Strategic HR Review**, *Forthcoming*
- *Leading Complex Projects: a collection of working papers.* Eds. Pritchard, S; Chesterman, D; Nicklen, S and Voller, S. *Ashridge 2011*

As Chair of a Health Board from 2002 – 2008, and prior to that a Non-Executive Director Sue developed a deep understanding of the real leadership challenges in bringing about improved outcomes for service users, customers and clients.

Sue is also deeply interested in Diversity and Inclusion, developing several positive action programmes and projects; and in Sustainable Development. A permaculture farmer at home in Wales, Sue supports community projects locally to build community capacity for sustainable futures. Sue is a Fellow of the RSA.