

## Summit Speaker Profiles



### Susan Montgomery

Susan is an expert in work related stress and is a specialist mental health practitioner. She founded Business Centred Therapy Ltd, to support both public and private sector organisations in activities specifically developed to reduce absenteeism and it's associated costs.

Susan's career spans all major sectors, public, private, state and voluntary - more specifically acute psychiatry, mental health and treatment of dual diagnosis. Advisory roles have included the Care Improvement Services Partnership formerly known as NIMHE National Institute of Mental Health. She is currently undertaking doctoral research into the effects of outreach psychotherapeutic activities in reducing sickness absence through the Centre for Conflict and Reconciliation at the University of Sheffield.



Attendance Management Consultants

[www.ukbct.co.uk](http://www.ukbct.co.uk)



### Paul Southby

Paul Southby is Regional Director of the CBI in the East Midlands. Paul joined the CBI in 2008, having spent 25 years working as a commercial dispute resolution, health and safety, and business environment lawyer, latterly as a partner at Browne Jacobson LLP in Nottingham, and previously as a partner with Eversheds, Irwin Mitchell, and several central London firms.

The CBI helps create and sustain the conditions in which businesses in the United Kingdom can compete and prosper for the benefit of all, and is the premier lobbying organisation for UK business on national and international issues, working with the UK government, international legislators and policymakers to help UK businesses compete effectively.



[www.cbi.org.uk](http://www.cbi.org.uk)



### Rebekah Adey

Rebekah joined Direct Health in April 2005 as Head of Human Resources having previously worked as Registered Manager for Verna Community Care. She has worked in Domiciliary Care since 1996 in Human Resources and Management, is qualified in Human Resources and is a member of CIPD. As an HR professional she has experience at a corporate and operational management level in all aspects of HR – Employee Relations, Learning and Development, Change Management, Recruitment and Selection, Workforce Information and Human Resource Planning.

Before joining the health and social care sector Rebekah worked in a range of roles and industries, from finance to marketing. This gave her a solid understanding of all aspects of business and an excellent foundation for a proactive role in Human Resources. This key strength of commercial awareness has enabled her to offer HR interventions that reflect and support business strategy. In turn this has led to a her appointment as one of the members of the Operating Board of the Direct Health Group, recognizing the positive role HR can have on influencing strategic business planning as well as delivering key business objectives and bottom line operating profit.



[www.directhealthgroup.co.uk](http://www.directhealthgroup.co.uk)



### Ann Cartwright

Ann Cartwright has over 30 year experience in HR as a Leader, Manager and Consultant and has worked across all sectors. Prior to establishing her own Leadership Consultancy, Brooke McNee Ltd, in 2007 she was Chief Executive of Family First Ltd, a Nottingham based charity and Housing Association.

Ann is co-author of a number of Gower publications including 'Activities for Coaching and Mentoring' and 'The Mentoring Manual'. Her new publication 'Emotional Intelligence - Activities to develop you and your business' is due to be published in January 2009.

Ann is currently Chair of the Derbyshire and Nottinghamshire CIPD Branch, Director and Company Secretary of Nottingham Council for Voluntary Services and Director of East Midlands Development Agency.



[www.cipd.co.uk](http://www.cipd.co.uk)



### Dr Paul Naylor

Since leaving school teaching in 1997, Paul has worked as a research psychologist beginning at Roehampton University where for over 5 years he worked on bullying amongst pupils in school and adults in the workplace and on the effectiveness of anti-bullying interventions. This was followed by 20 months in the University of Nottingham where he worked on projects concerned with explaining why some teachers are more effective than others, and on how exceptionally successful head teachers do their jobs. For the last 5 years Paul has been Research Fellow in Conflict and Reconciliation in the University of Sheffield where he has resumed his research on bullying.



[www.sheffield.ac.uk](http://www.sheffield.ac.uk)



### Pauline Wilson

Pauline Wilson has worked for ACAS for seventeen years and is responsible for the delivery of ACAS services within North Nottinghamshire as well as parts of Nottingham City. As a senior adviser/conciliator she has helped resolve many disputes over the years, but she particularly enjoys the advisory side of the job, helping employers and employees work together to avoid problems.

Pauline is part of the Acas national training team, specialising in conciliation training for new staff and has also been involved in Acas international activities, delivering negotiation and partnership training in Poland, Romania, Bulgaria and Brazil.



[www.acas.org.uk](http://www.acas.org.uk)



### Andrew Macmillan

Andrew has been a specialist in the field of employment law since 1993. Representing employers and senior executives, he has handled the full range of employment issues.

He has represented employers in all phases of Employment Tribunal proceedings throughout the UK, frequently appearing as advocate. Andrew's employment practice is also devoted to advising employers on day-to-day employment issues, litigation avoidance techniques, cost-efficient dispute resolution and compliance with employment legislation. He also has considerable experience of the human resources and industrial relations aspects of corporate transactions of all types, in particular, outsourcing and business sales.

Andrew is a member of The Law Society, Employment Lawyers Association, European Employment Lawyers Association and an affiliate of the Institute of Risk Management.



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

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### Frances Bailey

Since joining the Health and Safety Executive in 1991, Frances has inspected a wide range of work activities and industries throughout the Midlands. Her work involves a combination of traditional workplace inspections, dealing with complaints, and investigating complex major and fatal accidents. In addition to this core work and the associated enforcement action, she also delivers national inspection projects and campaigns. Currently this includes developing stress partnerships with large organisations in the services sector and local authorities.



[www.hse.gov.uk](http://www.hse.gov.uk)



### Patrick Woodman

Patrick Woodman is Senior Public Affairs Officer at the Chartered Management Institute, the chartered professional body dedicated to management and leadership. A key member of the Institute's research team, he has contributed to a range of research reports including The Quality of Working Life series. Patrick has authored or co-authored a number of reports including Bullying in the workplace: the experience of managers (2005), Leading with Political Awareness (2007), and the Institute's annual Business Continuity Management report (2005-2008). Patrick also works on the Institute's government relations, including responses to Government and Select Committee consultations and supporting the All-Party Parliamentary Group on Management.



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[www.managers.org.uk](http://www.managers.org.uk)



### Jane Anderson

Jane Anderson, HR Director of law firm Berryman, has a proven and successful career in strategic and operational human resource management. Results driven, she works with organisations to align their people strategy to their business. Working in both the private and public sector she is able to bring many years of experience to the summit to bring together the key themes organisations will take away from each key note speaker.



[www.berryman.co.uk](http://www.berryman.co.uk)