



Apprenticeship Training Provider (on RoATP or intending to apply) Specialist Leadership & Management Consultancy



Debbie Gardiner MBE

Awarded an **MBE for Services to Apprenticeships and Charity** in Her Majesty the Queen's New Year's Honours 2018 and won the **East of England IoD Non-Executive Director (NED) of Year Award 2018**.

2018 continues to be a year of significant achievements as Debbie established **DSG L&M Consultancy Services** in July to provide a range of leadership, management and consultancy services across all sectors, with a focus on Apprenticeship Reform, FE and Skills. She's keen to share her knowledge, skills and experience to improve business performance and have a wider impact on social mobility and in doing so see people maximise their potential. Whilst Debbie's focus is in the Apprenticeship arena, she has a passion for people, business development and improvement and extensive experience of maximising the benefits of Apprenticeships, training and development as part of an integrated plan to address business underperformance and supporting growth plans.

Debbie has more than 17 years of leadership and management experience in further education; appointed **Managing Director** of Qube Learning in 2006, promoted to **CEO** in 2010 and **Executive Chairman** in 2017. Previously at Sainsbury's both in the retail and training divisions; her leadership and management skills are highly transferable. Debbie has a keen interest in Health Care, Retail, Finance and People focussed Charities.

Debbie has been a **NED** on the Board of AELP since 2013; she chairs their subcontracting group, is a member of several other forums/groups and represents FE on the DfE Counter Fraud Panel. Additionally, she holds two other **NED** positions with Apprenticeship Training Providers, one of which is in the capacity of Chair. Debbie has been an ETF **Leadership and Governance Programme Assessor** since 2013, she is an **Apprenticeship End-Point Assessor** for the BIIAB and CMI and has recently been appointed as the UK **Ambassador** for Games for Business UK's Apprenticeship End-Point Assessment App.

DSG MISSION STATEMENT

PROVIDING HIGH QUALITY SPECIALIST SERVICES, SUPPORTING ORGANISATIONS AND BUSINESS LEADERS TO ACHIEVE AND EXCEED THEIR GOALS AND ASPIRATIONS

Voluntary & Charity



Campaigns Ambassador (South West Bedfordshire) – The role is focused on increasing survival rates, by campaigning and getting support from MPs, local councils and other stakeholders



Patient and Public Involvement (PPI) Volunteer - The role is that of 'Lay Person' working with Researchers & Clinicians to support the production of literature relating to clinical trials to improve patient & relatives understanding, resulting in increased attendance and participation in the clinical trials



Member – Membership of your local NHS Hospital Trust gives you a voice. My long-term goal is to become a NED (also member of the East London NHS Foundation Trust (Bedfordshire & Luton))

Unlocking the Potential of Apprenticeship Training Providers;
Independent Training Providers (ITP), Colleges, Universities, Employers and Charities

Consultancy



Examples include: Apprenticeship Reform strategy, organisation structure and design, developing effective support functions & infrastructure, business development, partnership working, growth plans, quality including Ofsted and compliance.

Coaching (1-1)



Coaching is task orientated, performance driven and often short-term. Examples include managing more effectively, how to maximise available business tools, public speaking, strategic thinking and planning, delivering bad news, chairing meetings and effective using data. Coaching works well with new managers or those who are under-performing.

Mentoring (1-1)



Mentoring is relationship oriented, development driven, usually a long-term relationship and led by the Mentee. Typical examples include confidence building, influencing skills, self-perception and leadership vs management. Mentoring is most effective with newly appointed leaders/managers and those identified as the talent of the future.

Training & Development (group & webinar)



We can provide a bespoke T&D service for your colleagues, managers, leaders and the Board. I have an extensive network of Associates, all of whom are specialists and understand the sector. We can support the development and management of a T&D plan.

Project Management



Examples include: Organisation design, implementation of a new sector, product or service, changes to funding/government priorities, quality improvement, Traineeship, feasibility studies and risk management.

Interim Management



Your structure works, roles are clearly defined, but it's difficult to recruit the right person, or you've recruited, and they have a long notice period. This puts pressure on your existing team, it's a risk to the business; I can provide an interim solution.

Non-Executive Director



Review of your L&G structures, support and challenge, Ofsted compliant. A NED Board Chair holds the CEO to account, oversees the highest standards of corporate governance and oversight, leads the risk management process.

Benefits

- Improve governance
- Limit risk; ESFA, Ofsted, Awarding Organisation, EPAO, safeguarding, Prevent
- Improve processes
- Maximise funding claim
- Manage the bureaucracy & smash the jargon
- Improve business performance & sustainability
- External perspective

Debbie accesses support and current information through a range of reputable membership organisations:

- Institute of Leadership & Management (ILM) Fellow - 10008224
- Institute of Directors (IOD) Full Member – 3076641
- The Apprenticeship Consulting Group – Founder & Principal Consultant
- Chartered Institute of Personnel & Development (CIPD) Associate - 11234187
- Society of Leadership Fellows (St Georges House, Windsor Castle) – Fellow