



Specialist Consultancy Service for FE, Skills and Apprenticeship Service and Support Agencies, Networks and Organisations



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))

Policy Vs the 'Real World' - Exceeding Customer, Client and Members Needs and Expectations
End-Point Assessment Organisations (EPAO), Awarding Organisations (AO), Government institutions, Agencies & Committees, Sector Membership Organisations & Groups, Professional Membership Institutions, Networks, Chambers of Commerce and Local Enterprise Councils (LEP)

Our service offer is 100% bespoke, designed with you to meet your objectives, improve performance against KPIs and improve sustainability in a volatile sector. We believe in a collaborative approach, that is evident across the organisation and beyond. Debbie has recent leadership and management experience with a large Training Provider, she's very much in touch with the market place, which makes her well placed to work with you, bringing the customers' perspective to the table and translating it into strategy and action.

Benefits

- Current Leaders' perspective
- Independent review
- Return on Investment
- Critical friend



Harness Potential | Identify Your USP | Influencers
Collaboration | Impact Measures | Stakeholders
Partnerships | Quality Improvement | Governance
Critical Friend | Affordability | Cooperation
Consistency | Communication | Just Do It

<p>Consultancy</p>  <p>Working with you on a consultancy basis to provide a flexible & dynamic service for you, and directly with your customers, clients and members as required.</p>	<p>Project Management</p>  <p>Experienced Project Manager, who takes a proactive hands-on role leading the project team ensuring objectives, time scales, risks & costs are managed & reported.</p>
<p>Training & Development (group & webinar)</p>  <p>Bespoke T&D services for your colleagues, managers, leaders & Board. An extensive network of Associates, all of whom are specialists & understand the sector.</p>	<p>Research & Feasibility Study</p>  <p>Adopts a pragmatic approach to research & feasibility studies. Builds each study based on the brief, incorporating findings, reporting & recommendations.</p>
<p>Interim Management</p>  <p>We can provide interim management solutions to relieve short term management pressure.</p>	<p>Non-Executive Director</p>  <p>Debbie is an experienced NED, she is the East of England IoD NED of the Year 2018 & a national finalist for NED of the Year.</p>
<p>Coaching (1-1)</p>  <p>Coaching is task orientated, performance driven & often short-term. Coaching works well with new managers or those who are under-performing.</p>	<p>Mentoring (1-1)</p>  <p>Mentoring is relationship oriented, development driven, led by the Mentee, long-term relationship. Effective with new leaders/managers & future talent.</p>

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