



Non-Executive Director/Chair, specialising in Apprenticeships, FE & Skills. Winner of East of England IoD NED of the Year 2018.)



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 the Association of Employment and Learning Providers since 2013; she chairs their subcontracting Board led group, is a member of several other forums/groups and represents the FE sector 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 and is a governance and oversight advisor for another Training Provider. Debbie has been an Education and Training Foundation (ETF) **Leadership and Governance Programme Assessor** for some time, 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.

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))



- Are you looking for a Non-Executive Director or interim Leader/Manager?
- Do you need a part-time Chair/Committee member?
- What about an independent review of your leadership, management, Governance and oversight structures?
- Could 1-1 coaching/mentoring improve your senior teams' performance?

The **independence, support and challenge** a **Non-Executive Director** brings to your Board shouldn't be underestimated. There's a **balance and check** from an **external perspective** and the ability to bring **new ideas** to the table, without the incumbency of being actively involved on a day to day basis; there's a clear view. **Ofsted** place great importance in the effectiveness and independence of the Board and how it impacts on Learners.

Benefits

- Improve governance
- Limit risk
- Improve business performance
- Independent support & challenge
- Increase ideas, innovation & solutions pool

Having a **Non-Executive Chair** brings the same benefits and more, as Chair there is a real opportunity to **hold the CEO and Executive to account** and promote and **oversee the highest standards of corporate governance** within the Board and the company. The **Chair** will lead the Board, chair meetings, encourage discussion and debate for proposals put forward by Directors and set an agenda for the Board which:

Additional NE Chair Benefits

- Save time
- Defined roles, responsibilities, accountabilities & responsibilities
- Holds the CEO to account
- Increase focus on social responsibility

- focuses on strategic matters
- is forward looking
- evaluates and oversees current business
- has sufficient time for discussion and decision making

Additionally, the Chair will ensure that Board members receive accurate, timely and clear information to enable them to monitor performance, make sound decisions and give appropriate advice to promote the success of the Company.

David Sales, Chair, East of England Region, Institute of Directors said...
The judges commented that Debbie is an impressive winner in the NED category, demonstrating a truly pro-active approach to NED-ship. It is clear that as a Non-Executive Director, Debbie immediately gets to the heart of the problems, challenges and opportunities, and is able to suggest practical solutions. Being aware of issues is one thing. Being willing to get on with dealing with them is another – but this is precisely what Debbie has done. She is the NED that every business wishes they could have.

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
- Chartered Institute of Personnel & Development (CIPD) Associate - 11234187
- Society of Leadership Fellows (St Georges House, Windsor Castle) – Fellow

DSG MISSION STATEMENT

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