

cfps associate programme

## Mark Butler, Associate

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### *Key information*

#### **Key skills or areas of expertise**

Mark Butler been an active coach and specialist in change management and governance for many years working with Boards and senior teams throughout the UK

He is professionally qualified as a mediator as well as having held numerous executive and non-executive roles in health, education, the arts and Government, including leadership roles in the University of St Andrews and the Health Department in Scotland.

Areas of expertise include:

- futures thinking - strategy and policy review
- personal and team development
- organisational design and performance
- conflict resolution and mediation
- governance and risk strategy and implementation
- involvement and engagement.

See [www.thepeopleorganisation.co.uk](http://www.thepeopleorganisation.co.uk) for full profile

### *Experience and background*

#### **Relevant professional / academic qualifications**

Certificate in Mediation  
Post-Graduate Diploma in Management Studies  
Post Graduate Diploma - Institute of Health Services Management

#### **Employment / professional history (most recent first)**

**\*Director, The People Organisation** – independent, specialist consultancy providing support to individuals and organisations facing significant leadership, strategic change and performance challenges

**\*Director, Fontis (UK) Ltd** - a social enterprise as well as a company limited by guarantee which aims to promote social change and cohesion by changing the way in which public services interact with the public - and vice versa.

**\*Associate Director, Edinburgh Napier University Business School**  
**Non-Executive Director, NHS Centre for Involvement**  
**Secretary and Registrar, University of St Andrews**  
**Performance and Innovation Unit, Scottish Executive**  
**Director of Human Resources, Scottish Health Department and NHS Scotland**  
**Chief Executive, Worcester Royal Infirmary NHS Trust**  
 (\* = current)

#### Recent work undertaken (2009)

Name of organisation: <b>Audit Scotland</b> Brief description of work undertaken: Specialist Advisor on Leadership, Culture and Change on development of UK-wide Best Value 2
Name of organization: <b>NHS Centre for Involvement</b> Brief description of work undertaken: Business Planning for New Enterprise
Name of organisation: <b>University of Stirling</b> Brief description of work undertaken: Strategic and Organisational Review of Dementia Centre
Name of organisation: <b>NHS Kensington and Chelsea</b> Brief description of work undertaken: Organisational Development Strategy and Board Development and Training
Name of organisation: <b>Royal Borough of Kensington and Chelsea</b> Brief description of work undertaken: Proposals for improved partnership working
Name of organisation: <b>Allied Health Professions Federation</b> Brief description of work undertaken: Leadership Development
Name of organization: <b>Society of Chiropodists and Podiatrists</b> Brief description of work undertaken: Governance review and training