

Sue Harding
Managing Consultant
sue.harding@liw3.com



Sue joined Leading Initiatives Worldwide in 2007, having spent the previous 18 years working as a Management Consultant including 10 years with the Strategic Change Practice of Price Waterhouse in London and Sydney.

Sue specialises in the design and management of large-scale, complex change programmes in multi-national organisations.

Fundamental to Sue's approach to working with clients is an emphasis on close collaboration and skill transfer to client staff, to build the capability to manage future change within the organisation.

A holistic approach to change management has enabled Sue to successfully deliver the implementation of complex change programmes across national and regional borders as well as globally. Typically an assignment of this scale has included the development of an overall change strategy, working with the leadership team to develop and agree a strategy and plan for leadership of the change, alignment of organisation culture and values, redesign of the organisation structure and roles. In addition it is also important to build the skills and behaviours necessary to operate successfully in the new environment, align the processes and systems across national boundaries, develop a strategy and plan to recruitment and redeploy staff and align performance measurement and management systems to the new strategy.

Executive and senior management coaching has been a major component of many assignments, assisting senior managers to effectively lead their people through a major change and deliver lasting improvements to business performance. This has been achieved by helping executives to gain the commitment of key stakeholders to the change by building effective relationships with key stakeholders, communicating with staff and involving staff in the change process to build ownership of the change at all levels within the organisation.

Sue has been responsible for successfully building senior executive teams, project teams, virtual teams and self-directed work teams.

Sue has worked with a number of major organisations including Johnson & Johnson, British Airways, Philips, Lend Lease, Westpac, IAG Bayer, Roche, National Westminster Bank, Royal Air Force and Pacific Dunlop.

Mini bio

- Sue specialises in the design and management of large scale change programs. Sue's career with blue chip management consultancies has seen her closely collaborating with multi-national clients to successfully implement complex change programs.

Qualifications

- Fellow of the Institute of Management Consultants (UK)
- Chartered Management Consultant (CMC)
- DMS (Distinction) – University of Westminster
- BA (Hons) University of Nottingham – Architecture + Environmental Design