

Kelly Trowers

About Kelly

Kelly has over 20 years experience working within diverse industries across the public, private sector as well as once owning her own business. Kelly's early career began in the Cruise industry where she had the pleasure of working for Disney Cruise Line. Kelly's time here was invaluable and very much shaped her leadership journey.

Kelly moved into Learning and Development following a strength based conversation with her manager. This conversation was life changing and set Kelly on her career path for the next 10 years.

Kelly is a natural at developing relationships, building trust and engaging audiences. She also loves having coaching conversations and helping people to thrive. Her ability to help people to connect, share and bring knowledge to life served her well when she set up a learning and development business for parents and their babies. After almost 7 years of building and growing her successful business she has returned to the world of organisational development. Kelly cannot wait to support and make an impact with the organisations that work with Delve.

Education and Professional Qualification

BA (Hons) International Tourism Management
CIPD Level 3 - Certificate in Training Practice
EMCC - The Leader as a Coach - Equal to ILM Level 5 Certificate in Coaching and Mentoring
NLP Business Practitioner
Margerison-McCan Team Management Profile Accredited
TA 101 The Official Introduction to Transactional Analysis



KEY SKILLS AND ABILITIES

Organisational Development

Leadership development

Team development

Communication

Coaching

Authenticity

Integrity

Fun

Examples of Specific Skills and Projects

Launched and established a parent and baby learning and development business. This led to increased capabilities of the families who attended as well as improvement in postnatal mental health and social wellbeing.

Designed and facilitated leadership programmes across the public sector and Ftse100 companies. Leaders confidence and capabilities increased, which resulted in high performing teams.

Coached and facilitated senior leaders through 360 degree feedback reports as well as coached and developed operational managers to coach within their teams.

Formed and launched organisational values for Rochdale Council. Designed and facilitated workshops and focus groups to engage staff and leaders. Values were embedded into the organisation, employee engagement improved and culture change began.

Designed and Project managed the implementation of competency based framework into a local council. Resulted in a consistent company wide performance management process.

Designed and delivered a programme of activities to support employees through organisational restructuring and efficiencies. Personally helped over 300 employees to secure roles internally and outside of the organisation.