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I came on Changing Point's Personal Impact Leadership Programme because...

- My boss recommended it to me and I had experienced a taster session that really sparked my interest. So, once I heard that the opportunity to be a participant was available, I jumped at it. My organisation was also going through a period of significant change, and I had the opportunity to step up to the Head of HR role. I knew that I could have a positive impact on the successful delivery of these changes, and I wanted to make sure I had the skills to do so. As well to keep people positively engaged throughout this journey.

What surprised me most about myself during the programme was...

- When we did the Insights Discovery personality profiling session, I began to understand why I do certain things the way that I do, and how this might be different to the approach taken by others. It raised my awareness of my own behaviours, the good and the bad, making me much more conscious of the impact of my actions in the workplace.

The programme opened my mind to new ways of thinking about leadership by...

- It really opened up my eyes to the best ways to influence at different levels, both upwards and within my team. I always thought I had quite good leadership skills, but the programme helped strengthen these existing skills as well as develop new ways of leading effectively. I've always got along well with people, but the programme showed me that leadership is about more than that; it's about getting people engaged and aligned to what our organisation is trying to accomplish.

The practical tools and techniques I learned through the programme have allowed me to...

- I do find myself quoting a lot of things I learned on the programme in many of my conversations now. I realise that I am a "think to speak" person, I like to have some time to reflect, so that helped me realise why I can struggle with being asked for my opinion on the spot by others. These realisations have helped me communicate better, both as a boss, and as a colleague.
- Another technique I have really been able to apply since the programme is the learning around the difference between mentoring and coaching. I now recognise when I should be doing one over the other, or when directing is necessary.
- Lastly, with all the leadership changes that are currently going on within our workplace, I have had to use a lot of the communication and leadership skills to focus much more on inspiring and engaging staff to continue performing at their best while the changes are unfolding.

What's next for me is...

- I'm currently in the interim role of Head of HR, so this period is allowing me to look at the development of our staff, as well as the development of myself. I am more proactively looking at what the next steps need to be for me, and this programme has given me the confidence that I am able to give and deliver a lot more than I expected.