

MacWilliam Consulting
Ethical consulting for sustainable change
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Working to high ethical standards we facilitate significant and sustainable change in national and local voluntary organisations, government agencies, networks and partnerships across the UK.

Specialisms

Our overall expertise lies in evaluating, planning and facilitating change at organisational, team and individual levels. This includes:

- Undertaking organisational, service and team evaluations to explore effectiveness, strengths and areas for development
- Carrying out strategic reviews, engaging multiple stakeholders in re-defining direction, purpose and goals and how best to achieve these
- Facilitating organisational change such as restructuring, mergers and alliances
- Supporting consultation with staff, user-groups, Trustees and other stakeholders
- Facilitating Team development – especially working with hidden conflict that might be getting in the way of progress
- Developing leadership particularly through coaching and action learning

Voluntary sector clients include: Central London Healthcare, the Creative Leadership Project, English Churches Housing, Hampton Trust, National Children's Bureau, Reading International Solidarity Campaign, Solent MIND, Turning Point, Wales Council for Voluntary Action, Winchester Area Community Action.

Other clients include: Bournemouth Borough Council, Cavendish Health Centre, Centre for Architecture and the Built Environment, Energywatch UK, Fareham Borough Council, Forest Hill Group Practice, the Methodist Church.

Geographical area: We cover UK and the Republic of Ireland, and are happy to work elsewhere in Europe or internationally.

Qualifications: Irene completed her Masters degree in Change Agent Skills and Strategies in 2005, where her research into hidden conflict in voluntary organisations gained a distinction. She has a Diploma in Training Management and BA in Politics. She is a Member of the Chartered Institute of Personnel and Development (CIPD), an NCVO Approved Consultant and Associate with the Centre for Charity Effectiveness. She works individually or with similarly experienced associate consultants on larger projects or to provide specific skills mixes and perspectives where this would be an advantage.