

Tina Antonio

Overview

Tina Antonio is founding Director of Change Q, a specialist strategy and leadership consultancy for the third sector. Working across the UK, and on occasion overseas, she has an MSc in Strategy, Leadership and Change and over 27 years' experience of helping organisations to act as serious agents of change for some of society's most complex challenges.

Services: Accessible strategy and leadership to secure greater change

Tina leads client projects and draws upon a network of qualified and experienced associates to enhance skills or extend capacity. Her aim is to help senior leadership teams to achieve greater impact and efficiency by employing strategy and leadership approaches designed to address the unique needs of the not for profit sector.

She offers 4 core services:

- **Strategy consultancy:** Consultancy and reviews which actively engage staff in strategy and innovation at organisational, programme, fundraising and communication level; complex strategy consultancy for larger charities and competitive strategy for social enterprises
- **Leadership consultancy:** Effective not-for-profit leadership programmes which help leaders to inspire transformation; virtual team leadership; systems thinking for complex issues
- **Change Management & organisational development consultancy:** Expert knowledge of organisational development, particularly creating agile, learning organisations as well as a range of evidence-based change models including but not limited to Theory of Change. Tina is also unusual in having specialist knowledge of behavioural change-agency methods which she uses to bring about personal development, cultural change and community change.
- **Fundraising services:** income stream development project management which enhances skills and adds capacity to not for profit teams

Examples of work:

- Research, strategy facilitation & leadership consultancy for KEMP's leadership team to diversify services, strengthen the leadership team and achieve significant culture change
- Social change strategy for OpenUp Music's disability youth orchestra which led to them being nominated a Nesta and Guardian New Radical
- Business planning facilitation, programme design, process and system change, evaluation framework, executive level mentoring and change management to strengthen Secret World Wildlife Rescue's organisational resilience and develop a new Wildlife Education Centre & programme
- Research and facilitation of programme design for Cardiff Women's Aid to prevent repeat behaviour in child witnesses of domestic violence
- Structural and process change for the West of England MS Therapy Centre to improve resilience and performance
- Provision audit of Kenya's WASH programme and programme design of an innovative community level research project and water enterprise.

Work Experience:

Tina has worked in the not for profit sector for 27 years. She has an MSc in Strategy, Leadership & Change as well as an ILM level 5 certificate in leadership and a first degree. She has been a consultant since 2001 prior to which she spent 7 years as Group Account Director of EHS Brann charity unit working with RSPCA, Christian Aid and MS Society before heading fundraising and marketing departments for Action for ME, Royal Photographic Society and Bath's hospice.

Geographical area of work:

London, South West, South, Midlands, Wales, Wiltshire, Oxfordshire & Berkshire

