

Gary Buxton BA (Hons.) MBPsS, PCC, MBE

KEY SKILLS

- Excellent interpersonal, communication and listening skills
- Qualified Executive Coach with Academy of Executive Coaching, Internationally Credentialed with ICF (PCC)
- 17 years holding managerial positions in multidisciplinary teams
- 12 years holding a national leadership position
- Governance experience in both executive and non-executive roles
- Socially entrepreneurial, innovative and hard working
- Expert knowledge in safeguarding, ethics, behaviour change and psychometrics
- Highly computer literate, with a thorough knowledge of productivity applications, website creation and social media across multiple platforms
- Proven negotiation skills with funders, colleagues, customers and policy makers
- Significant demonstrations of success in high pressure, target driven environments
- Full, clean driving licence

EXPERIENCE

Executive Coach & MD, Leading Dynamic Ltd: February 2017 - Present

Following extensive experience of developing leaders and designing programmes to enable positive behaviour change, I am now working independently to deliver Executive and Leadership Coaching to colleagues across the public, social and private sectors. www.garybuxton.co.uk

- *Coaching Practice*: Delivering pragmatic, person centred performance coaching to enable business leaders to focus on delivering excellence, both personally and through others.
- *Psychometrics*: Using evidenced based data to identify strengths and potential areas of further development.
- *Team Coaching and Action Learning*: Using tools to enable teams to unlock their potential and deliver problem-solving skills to align strategy and delivery
- *Strategy & Management Consultancy*: Supporting organisations through mobilisation and transformation programmes

Governor & Non-Exec Director (Lay Member), The University of Manchester: July 2015 - Present

The Board of Governors is The University of Manchester's governing body. It carries the ultimate responsibility for the overall strategic direction and for the management of UoM's finances, property and affairs generally, including the employment arrangements for all staff. I chair the Remuneration Committee and sit on both the Awards & Honours and Nominations Committees.

- *Chairing*: Responsible for chairing and contributing to meetings across multiple governance functions
- *Appeals and Grievances*: Responsible for chairing final hearings from escalated appeals and grievances from across the University Community
- *Social Responsibility*: As part of the University's third strategic aim, I focus on how the University achieves community and global impact as an institution whilst recognising that to do this effectively, we need to maintain a diverse and representative workforce and student body.

UK Director of Youth Services, Ingeus: June 2015 - June 2019

First Director of the Youth Services Division responsible for strategically leading the set up, implementation and successful delivery of all youth services for Ingeus UK. Ingeus were the second largest provider of National Citizen Service (NCS) across England. My Directorate holds a portfolio of contracts valued at £70m.

- *Business Development*: Delivering strategic insight to our Business Development Team to enable Ingeus to secure significant National and Local Government contracts for youth services.
- *Budget & Performance Management*: Responsible for the Divisional P&L, commercial modelling and EBITDA. Also responsible for driving performance across the division to deliver against 'Payment By Results' contracts.
- *Supply Chain Management*: We partner with 30 non-profit organisations nationally to support local delivery of high quality youth services and NCS
- *Impact and Outcome Measurement*: Designing and implementing robust systems to track the progressions and outcomes of the young people who access our services.
- *People Management*: Leading a diverse range of professionals to delivery high quality services for young people.
- *Coaching*: Supporting high potential colleagues, managers and leaders across the business to develop peak personal performance and satisfaction.

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Founder and CEO, Young Advisors Charity: April 2007 - May 2015

Responsible for the overall growth and cohesion of the national Young Advisors Network and the management of the charity. Young Advisors are young people aged 15-24 who have been trained and employed as community consultants, each hosted in Public Bodies and 3rd Sector Organisations, these young people work to improve public services for the benefit of their community and peers. In 2014/15 the network of teams delivered services to over 87,000 direct beneficiaries and captured the voices of over 105,000 through face to face interviews, consultation events and focus groups.

- **Sustainability:** As first CEO of the National YA Charity, I have taken the organisation from concept to a national programme. I have secured both funding and revenue generation amounting to over £3 million, and have grown a network that has employed over 1,500 people.
- **Budget Management and HR:** Responsible for all of the financial and human resource management of the charity, and reporting to the board of trustees.
- **Training:** Deliver core programme and professional development training to YAs and Leads across the country to support them with their sustainability. Co-ordinate national events for sharing best practice.
- **Business Development and Partnerships:** Responsible for the organisation's business planning, strategic development and partnerships, all of which must be consistent with our charitable objects.
- **Information, Systems and Marketing:** Have been responsible for setting up all systems in the organisation to meet central government and Charity Commission audit standards. Responsible for all web development, national communications, and marketing, including print and web media and creation and delivery of keynote speeches. Working with government to ensure Young Advisors are included in the relevant national policies and legislation.
- **Governance:** Responsible for compliance to Company and Charity Law and for fulfilling the Company Secretary role.

Principal Social Regeneration Officer, New East Manchester: April 2005 - April 2007

Responsible for the management of the Social Programme. This comprised of the following themes and commissions: Services for young people, newly arrived communities, social inclusion, voluntary sector capacity-building and health.

Executive Manager, Tony Walsh Associates Ltd: Oct 2002 - April 2005

TWA, are a national company providing specialised training, advice, guidance and therapy for disadvantaged groups and individuals typically in prisons, probation or drug treatment services. A key member of the senior management team, responsible for programme and contract management of projects funded by the Learning and Skills Council, European Social Fund, and Single Regeneration Budget.

Training & Employment Support Manager, Voluntary Action Manchester: Jul 1999 - Oct 2002

VAM, the Council for Voluntary Service (CVS) for Manchester delivers an employment initiative to people who have experienced long term unemployment. This intermediary labour market (ILM) model trains and develops people moving them into full time employment. My role within this function is to manage, support and train those people.

Resource Consultant for ICL, Alexander Mann Solutions: Jun 1998 - Jul 1999

Alexander Mann Solutions (AMS) acts as an internal recruitment consultancy for ICL, my role was to interview and profile potential candidates for roles within the business globally.

AWARDS & TRAINING & APPOINTMENTS

International Coaching Federation Credentialed	2020	Action Learning Facilitation	2015
CBT Coach Practitioner	2019	Charity Governance	2011
Clore Social Leadership Fellow	2015	C&Gs, ASDAN & AQA Accredited Trainer	2009
MBE Awarded in the Queen's Birthday Honours	2014	Prince II Project Management (MCC)	2006

Governor and Trustee of Victorious Academies Trust (MAT Charity) (2021-2023)

Governor Apprentice Academy (2020-2023)

Non-Executive Director, Manchester Camper Hire (2019-Present)

Enterprise Adviser, Greater Manchester Combined Authority (Jan 2020-Present)

National Community Accountability Forum, Crown Prosecution Service (2011-2013)

Voluntary & Community Sector Board, Dept. Communities and Local Government (2009-2012)

International Forum for Youth Participation and Democracy, Cambridge University (2009-2011)

Trustee, Manchester University Settlement (2008-2011)

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EDUCATION

Barefoot Coaching & University of Chester Post Graduate Certificate in Personal and Business Coaching	August 2020 - December 2021
British Psychological Society Test User Occupational Ability and Personality. Licensed to use a wide range of psychometric tools.	July 2020
University of Middlesex (AoEC) Practitioner Diploma in Executive Coaching EMCC, ICF ACSTH, AC recognised course	Oct 2016 - Jun 2017
British Psychological Society Graduate Member (MBPsS) Coaching Psychology Division	1998 2021
The University of Reading BA (Hons.) in Psychology Specialising in Occupational and Organisational Psychology. Degree included subsidiary courses in IT, statistics, research ethics and experimental design.	Oct 1995 - Jul 1998
UVHS Sixth Form A-levels:	Sep 1993 - Jul 1995 English Language; German; Business Studies; General Studies.
Ulverston Victoria High School GCSES:	Sep 1989 - Jul 1993 10, including English, Maths and German