

First name:	Surname:	Brief overview of your background and experience in this SIG subject matter: (maximum 150 words)	What motivated you to put yourself forward for election to the APM Enabling Change SIG committee? (maximum 150 words)	What qualities, skills and experience do you think you'll bring to the APM Enabling Change SIG committee? (maximum 150 words)
David	Appleyard	Prior to consulting I lead the introduction of Change Management syllabus in CGG developing and delivering training. I led Eastern Hemisphere communication and Leadership integration activities as part of a corporate merger. In consulting I have led change management and training activities in National Grid and Valeo. I am an APMG Change Management Practitioner; a member of ACMP; a member of the consultancy Change Management community of practice and a serving member of the current Enabling Change committee	I am a current committee member and would like to continue to build on the work started this year. I have enjoyed the first year, participating in volunteer forums and attending events and believe this supports my full time role in consulting.	I have a mix of operational and consulting experience and a strong background in Project, Change Management, Quality, HSE and Performance management. I am currently chartered for both PM and Quality capabilities (ChPP, CQP). Over the last 30+ years I have held leadership positions in large organizations and have extensive international experience across the globe. I am seen as tenacious and with an ability to "get things done"
Rebecca	Collings	I have led and advised on the delivery of complex projects and programmes for over a decade, in the public and private sector. Leading staff, stakeholders and customers through transformational change, I became very passionate about the importance of change management, having seen too many instances of the human impacts and arrangements being left to fate - where the people most impacted by the projects were the	I am passionate about making change a positive experience for people. For me projects and change are ultimately about people – those working on them and those affected by them. You can have a fantastic vision or strategy, but to realise change benefits effectively it's essential to get people to buy into, engage with and adopt what is required. The Enabling Change discipline excites me because continually evolves. Having	The key qualities that I expect will be continue to be of value to this committee are my high energy, collaborative style and passion for people. I'm motivated by working on what will make a genuine difference and enjoy generating practical advice and solutions that people will find useful. In my current and past roles, I have built relationships and worked across

		<p>last to be involved or even to know they were happening! I wanted to do things differently and give real focus to the people delivering and impacted by change. This has been a key to my success. Over the past year I have served as a committee member on the Enabling Change SIG and this has consolidated my experience and interest in new and better ways of supporting people through the change aspects of projects and programmes.</p>	<p>served on the SIG for a year, I enjoy playing a part in influencing and improving change capability and guidance. I have been a very active member of the Group this past year, undertaking activity to build our network and online presence, as well as preparing to host my first webinar. I wish I'd had the benefits of materials and practitioner groups when I first led projects, which is why I so enjoy being able to offer support through the SIG now.</p>	<p>organisational boundaries to engage on programmes and deliver innovative solutions to programme challenges. I have always considered how best to enable change with my own teams, as well as engaging with other practitioners to learn new methodologies to be able to adopt, evolve and share good practice. As an existing committee member, I have led on creation of a new LinkedIn channel for those interested in change and am preparing to host my first APM webinar.</p>
<p>Marsha</p>	<p>Dennis</p>	<p>Hi Have been an active APM member for over 5 years and has obtained the following qualifications, MBA based on Supply Chain Management and Operations and is a Full Member of the Association for Project Management (MAPM) and APM Committee Member for Enabling Change and has recently achieved chartership status (ChPP). I have extensive experience in project and programme management in various industries such as, National Crime Agency, Cumbria and Lancashire Council structure, Bank of England, British Transport Police, NHS, MoJ and MoD. I have also delivered change</p>	<p>I have been a SIG Committee members for a number of years and I enjoy the knowledge sharing, the contributions we have made e.g. with CMI. The SIG has helped me to identify development areas in both change and project management, which I would like to continue with to expand the committee to other wider communities with an interest in enabling change. I would like to continue my involvement to progress the knowledge sharing e.g. through LinkedIn and via APM blogs and Webinars.</p>	<p>I have developed the following skills and experience which will be beneficial to the SIG committee:</p> <ul style="list-style-type: none"> • Design and delivery of an effective programme • Project mobilisation and execution • Transition and exit delivery • Developing high-level operational and capability design for transformation • Developing benefit realisation and transformation maturity assessments, using IPA 7 Lenses Transformation matrix for large scale transformation

		transformation programmes worth c.£1.5bn with Network Rail and MoD.		
Matthew	Lawrence	I have thoroughly enjoyed gaining experience of project, programme, portfolio and change management across the aviation and defence industries. More recently I have specialised in managing change across both public and private sectors - from complex operational airfield projects to digitally enabled transformation. I currently enjoy leading the Change Management centre of excellence for the UK Ministry of Defence and specialise in improving our organisational capability and capacity for change. In addition, I have experience of developing change management policies, strategies and frameworks and enjoy helping others to understand the importance of change and how to manage transitions successfully.	The vast majority of CEOs would cite people as their most valuable asset. Yet, despite widespread acknowledgement of the importance of people within organisations, research across industries highlights that the people-side of change is often neglected. I'm keen to tackle this challenge by empowering people to address change management in their projects. Effective best-practice is critical to achieving this. I'm keen to contribute to the creation of materials to support people in managing change and to champion the value of change management. I'm also keen to broaden my knowledge of approaches to managing change in addition to expanding my professional network.	I'm curious, creative and diligent. I enjoy analysing problems and developing solutions. I have thoroughly enjoyed learning about the fields of project, programme and change management and have extensive knowledge of these disciplines following the completion of the APM PMQ, AgilePM, MSP, Change Management, Agile Change Agent & Coach and Managing Benefits qualifications. I have specialist knowledge of the application of insights from the fields of behavioural science, neuroscience and psycholinguistics to facilitate successful and permanent transitions to new ways of working.
Hugo	Minney	Member of Change Management Institute and member of Committee - practitioner in the motivational side for change (Benefits & Value)	Enjoy the company and there are some services which are easier to deliver from a committee position	I have developed webinars, written and co-written publications and initiated some terrific discussion panels including between SIGs and in branches
Narayanan	Narayanan	Being involved in the IT industry, I have gone thru various transformations and changes to the industry and how technology has driven business change.	Fast-changing economy and customer demand has created a need for continuous innovation and adaptation to sustain and grow in the marketplace. I	Experience continuous change in the IT industry and have worked with stakeholders from various geographies.

		I would like to adapt to future changes and learn ahead of the market.	would like to contribute and plan for upcoming change with this initiative.	
Ian	Pickard	I have been directly involved in change management in all three organisations I have worked in during my career – UK MOD, QinetiQ and BMT. As Head of Project Management in BMT, I am leading our transformation from a fragmented and inconsistent approach to project management to a coherent, more effective and professional approach to project delivery across our global operations. I joined the Defence Evaluation and Research Agency when it had started its transition to the private sector as QinetiQ. As an Account Manager, I worked in an emerging part of the organisation which not only established and delivered a new customer-focused outlook for the company, but also led the internal transition from being part of the UK MOD to a customer-oriented commercial organisation. Earlier in my career, I was the most junior and youngest Integrated Project Team Leader in the UK MOD’s Defence Equipment & Support organisation, during the implementation of the “Smart Procurement” initiative.	I was selected to join the Enabling Change SIG Committee last year, so am part-way through my first year supporting the SIG. As a result I would like to continue to support the SIG with a number of the themes we have started to pursue this year. When I first put myself forward, I was motivated for two main reasons. Firstly I feel that it is important to take opportunities to contribute to organisations from which you have gained benefit. I have done so in my personal life, through volunteering on local and national committees for the main sport in which I participate (racing sailing dinghies). I have also found the development and delivery of in-house project management training, plus mentoring more junior project managers, in my current role very fulfilling. As a result I felt it was an appropriate time to put myself forward to “give back” to my profession via APM. Secondly, while it may be a cliché, I feel that “you are never too old to learn”. I have found that supporting this SIG committee has offered a useful and appropriate opportunity to broaden my knowledge and understanding of this important aspect of project management.	Leadership, wide-ranging change management experience in project-based organisations, excellent communication skills (written and verbal), a focus on people and their role in delivering both successful projects and effective change, an interest in developing, researching, refining and capturing new ideas and approaches, extensive knowledge of project and business management requirements – balancing the needs of specific projects (and their PMs/project teams) with the wider business needs (and executive-level drivers), especially in the context of organisations undergoing change/transition.

Donna	Unitt	<p>I am a Head of Delivery with experience in managing business relationships across an array of levels and cultures through large IT, organisation and process change projects and programmes. I have a proven track record of successful project delivery and management in large multi- million pound projects. I am actively growing the change management capability within Rocket Consulting Ltd, based on my experience of rolling out a similar programme at my previous company and brings over 25 years of IT solutions implementation experience including multi-implementation lifecycles across the supply chain industry.</p> <p>I am a Head of Delivery with experience in managing business relationships across an array of levels and cultures through large IT, organisation and process change projects and programmes. She has a proven track record of successful project delivery and management in large multi- million pound projects. Donna is actively growing the change management capability within Rocket Consulting Ltd, based on her experience of rolling out a similar programme at her previous company and brings over 20 years of IT solutions implementation experience</p>	<p>I have been involved with the committee for a number of years and have been Chair of the SIG for the past two years. I would like to stand again and continue with the good work we have done so far.</p>	<p>I have a of experience in managing large business transformations which include change management. I am interested in Change Management as a profession and am a qualified CM practitioner.</p>
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Mark	Vincent	I have 25 years experience supporting companies in fast moving high change sectors and my company is developing behavioural change tools and methods designed to help the change process within companies.	I'd like to offer my experience of change to the wider group and further the development of knowledge and tools relating to change.	A combination of extensive practical and theoretical change experience developed over many years and enhanced in recent years through working with the UWE psychological sciences group and students.