



Josie Payne

Enabling positive development of people.

What she does

Josie has 20 years' experience in the FMCG, pharmaceuticals and medical devices industry where as a board director of Beiersdorf UK she was responsible for maximising revenue and profitability. Her expertise and passion lie in the area of people and organisational development. With a philosophy that an organisation can only reach its full potential through developing and motivating its people.

In 2000 Josie started the business consultancy Bruck Payne Associates headquartered in Royal Wootton Bassett. Building on a passion for developing people's potential, Josie works to create a learning environment that enables individuals to develop existing skills and discover unknown talents; and by doing so, add value to the organisation and themselves.

In the area of leadership development, Josie has helped clients understand the leadership qualities required to enable them to realise their company vision, and provided coaching, facilitation and tools such as 360o appraisal to encourage and develop their leadership qualities in line with corporate values.

How she works

Using tools and techniques such as CBT, Myers Briggs, 16 PF Personality Profile, Emotional Intelligence, Situational Leadership, Hogan BRIGHT and DARK side of personality and Action Learning (amongst others) she has worked at all levels to help improve the effectiveness of individuals, teams and inter-dependent teams, providing coaching on a one-to-one basis and facilitating group workshops.

Josie currently leads a national executive coaching and mentoring group for CEO's and managing directors called Artemis and Apollo for both women and men who aspire to be the best business leaders in their field. She has coached and facilitated executive, director and middle-management teams to manage the introduction of major new cultural change programmes as well as the implementation of Values into realistic behaviours that organisations rigorously adopt into every aspect of business life.

In 2010, Josie instigated the Bringing Performance Alive in Education Programme at sixth form level. Having worked in industry for over 22 years she felt that there was a gap in young people's understanding of themselves and what employers wanted in their workforce. The programme continues to grow in strength each year.



“Josie Payne is an essential asset for any organisation to help their team’s development and effectiveness.”

Christine Yeates, Director of Strategy at the British Medical Association.

Josie Payne is a leading trainer and facilitator in the use of:

- Executive Business Coaching – School of Coaching Diploma accredited by Strathclyde University (level 7)
- Action Learning (Qualified practitioner)
- Appreciative Inquiry
- Facilitation
- Resilience – using her hijack experience as a model
- Design and delivery of programmes – leadership, team development and personal effectiveness
- Team development and team performance coaching
- Mentoring
- Change management
- Leadership development interventions
- Cultural change

Qualified to use:

- The British Psychological Society Certificate of Competence in Occupational Testing (level A & B Intermediate level)
- Cognitive Behavioural Coaching Skills for Business (OPP LTD)
- 360o Profile:Match (The Psychological Consultancy)
- MBTI Step 1 and 2
- 16 PF (personality factor)
- Emotional Competence Inventory (ECI) Hay Group
- Influencing and Resilience Styles – Hay Group
- Leadership Styles – Hay Group
- Hogan – The Hogan Personality Inventory “the BRIGHT side”
- Hogan – The Hogan Development Survey “the DARK side”
- Liberating Leadership 360o (The Work Foundation)
- Honey and Mumford Learning Styles
- Strength Deployment Inventory
- MMTIC Accredited Practitioner (USA psychometric for 12-18 years)

Just some of Josie’s clients



Bruck Payne Associates, London House,
124 High Street, Royal Wootton Bassett, Wiltshire, SN4 7AU
+44 (0)1793 840 105 info@bruckpayne.co.uk
www.bruckpayne.co.uk

