

Julia Fernando

Biography

Julia joined The King's Fund as Senior Analyst for the Leadership Development team in January 2015. Her work focus is on collective leadership, specifically in the development, validation, use and reporting of a multi-dimensional cultural assessment tool.



With a first-class honours BSc in psychology from the University of Surrey, Julia has a background in research and evidence-based practice. She has worked in mental health as an assistant psychologist in neurodisability at Great Ormond Street Hospital, where she was also involved in the research and evaluation of clinical interventions, in collaboration with University College London.

Julia's clinical and research experience has been supplemented by her work in leadership development. She has worked in research, innovation and product development at the Center for Creative Leadership, United States. In addition to psychometric tool development and data analysis, Julia has an interest in building leadership capacity and has co-led the design and implementation of a young women leaders programme to empower school-aged girls to lead environmental conservation of the Amazon jungle in Peru.

As a researcher, Julia is passionate about using occupational psychology and an evidence-based approach to inform psychometric tool development, work/life balance and wellbeing; women in leadership; workforce diversity and inclusion; and, in particular, leadership in health care.

Donna Willis

Biography

Donna is a Chartered Occupational Psychologist registered with the Health & Care Professions Council (HCPC), Fellow of the Chartered Institute of Personnel & Development and Coaching Psychologist whose experience spans all sectors of health and social care, investment banking, transport and the creative industries.



She holds British Psychological Society (BPS) Levels A & B in Occupational Testing and holds current licences in many psychometric tools (MBTI I & II, Realise 2, Firo Element B, Orpheus & Belbin). She is a BPS trained Appreciative Inquiry practitioner and has undertaken research and delivered interventions exploring both culture and engagement using appreciative inquiry methods with the health and social care setting.

As a psychologist, her interests are in wellbeing and creating healthy cultures. Her research experience is both quantitative (exploring engagement in Clinical Psychologists) and qualitative (using Interpretative Phenomenological Analysis to explore attrition). She also has significant experience in development centre design using statistically valid and co-created measures to assess people and adhere to best practice.

Donna is Programme Director for collective leadership at The King's Fund, an independent charity working to improve health and health care in England. She has 14 years' experience as a coaching psychologist and action learning facilitator and Chair Elect for the BPS Special Group in Coaching Psychology.

Michael West

Biography

Michael joined The King's Fund as a Senior Fellow in September 2013. He is Professor of Work and Organisational Psychology at Lancaster University Management School, Senior Research Fellow at The Work Foundation and Emeritus Professor at Aston University. He was formerly Executive Dean of Aston Business School.



He graduated from the University of Wales in 1973 and received his PhD in 1977. He has authored, edited and co-edited a number of books and has published more than 200 articles for scientific and practitioner publications, as well as chapters in scholarly books. He is a Fellow of the British Psychological Society, the American Psychological Association (APA), the APA Society for Industrial/Organisational Psychology, the Royal Society for the Encouragement of Arts, Manufactures and Commerce, the International Association of Applied Psychologists and the British Academy of Management. He is a Chartered Fellow of the Chartered Institute of Personnel and Development.

Michael is an academician of the Academy of Social Sciences. His areas of research interest are team and organisational innovation and effectiveness, particularly in relation to the organisation of health services. He lectures widely, both nationally and internationally, on the results of his research and on his solutions for developing effective and innovative organisations.