



**Association of
Independent
Museums**

Helping Heritage
Organisations Prosper

AIM Prospering Boards Programme

Consultants supporting the programme

We have a large pool of consultants, based across England, with a diverse range of skills and experience. We match consultants to projects on the basis of skills, geography and diaries, but if you would particularly like to work with a specific consultant, do let us know. Although we have noted where consultants are based, some are willing to travel further, depending on the project requirements.

Alex Lindley is based in Yorkshire and works across the north of England and the Midlands. She is the director of Alchemy, an HR and Organisational Development consultancy, working primarily with the cultural and Not-for-Profit sectors. Throughout her career, she has worked with boards and executive teams of all shapes and sizes, from small volunteer-run museums to international banks—and a great deal in between. She specialises in working with boards to develop their capacity and capability to lead effectively, to improve working practices and to support recruitment of new board members. <http://www.alchemyconsulting.co.uk/>

Claire Turner is based in the North West and is also happy to work in West Yorkshire and Staffordshire. She particularly specialises in helping boards work on organisational purpose, diversity and creative thinking. She regularly works with independent organisations with one or very few members of staff and large numbers of volunteers and can bring particular benefits to organisations of this type. Claire has established and run a number of charities and is experienced in the particular strategic and governance problems facing organisations in their early stages. She also has the Chartered Institute of Marketing's Post-graduate Diploma in Marketing. <https://www.linkedin.com/in/claire-turner-1722bb3/>

Debbie Read is based in the East Midlands, and also works across the UK. Debbie is a fundraising specialist and helps boards to shape governance to tackle their financial realities. She is experienced in working with boards where personal relationships get in the way of successful governance and can also motivate well balanced boards to move to the next level of organisational development. This includes translating dry trustee recruitment approaches into an attractive, but realistic sell on behalf of the museum. <http://readconsultancy.co.uk/>

Heather Lomas works from bases in the East Midlands and the East of England and undertakes projects across the UK. She particular specialises in helping boards with visioning, reviewing structures and leadership and culture, including coaching and mentoring support for chairs. <https://www.heatherlomas.co.uk/>

Hilary Barnard is based in London and works across the UK. He is a highly experienced organisational and strategy consultant, and has conducted over 40 governance reviews, including 8 within the museum and heritage sector. His focus is on the effectiveness and performance of the Board and its contribution to the museum realising its goals. He is an experienced Chair of Trustees, and former Head of Strategy and Change Practice for Centre for Charity Effectiveness, and former Senior Visiting Fellow at Cass Business School. Together with Ruth Lesirge (as HBRL Consulting), he designed and delivered the Museum Leaders and Museum Enablers residential development programmes (2016-18) - for the Association of Independent Museums. He is a former charity Chief Executive. <http://www.hilarybarnard.com/>

Hilary McGowan is based in the South West but works across the UK. Hilary has over 30 years' experience of the museum & heritage sector and has run her own business since 1996. Her background as a museum director in York, Exeter and Bristol gives her a pragmatic approach. She specialises in building resilience through Board and staff/volunteer development workshops, governance advice, coaching, mentoring, and succession planning. <http://www.hilarymcgowan.co.uk/>

Judy Niner is based in Oxford and is happy to support projects within a two-hour travel time of Oxford. Judy has worked with numerous UK museums and heritage organisations, large and small, primarily focusing on fundraising and income generation. She was a trustee of the Roald Dahl Museum & Story Centre and the Waterways Trust. Since 2011 she has chaired the board of trustees of Cogges Manor Farm in Oxfordshire through a period of survival and stabilisation, preparing the organisation for exciting future development and long-term sustainability.

Marilyn Scott is based in the South East and is happy to travel across the UK. Marilyn is Director of the Lightbox, Woking, but is working with Prospering Boards as an independent heritage consultant. She has experience of supporting boards with all kinds of governance review including trustee skill audits, recruitment, succession planning and process and procedure. She has also supported reviews of governance structure and works as a mentor to boards and chairs.

Rosalind Johnson is based in the East of England and is happy to travel across the UK. Rosalind is co-founder and Director of A Different View – an international management consultancy working with arts and culture, museums and heritage, entertainment and aquariums. Her specialisms in supporting boards include strategic planning, change management and helping boards be more commercially minded, without losing sight of their purpose. http://www.adifferentviewonline.com/meet_the_team/

Ruth Lesirge is based in London and is happy to support projects in the South East and East of England. Ruth is a highly experienced governance consultant and has conducted several governance reviews in the museum and heritage sector. Her focus is on enhancing the contribution of the Chair-Chief Executive/Director relationship to realising the museum's goals. She is currently Chair of the Association of Chairs and is a former Head of Governance Practice for Centre for Charity Effectiveness and former Senior Visiting Fellow at Cass Business School. Together with Hilary Barnard (as HBRL Consulting), she designed and delivered the Museum Leaders and Museum Enablers residential development programmes (2016-18) - for the Association of Independent Museums. She is a former Chief Executive of two national charities. <https://experiencenetwork.org.uk/members/ruth-lesirge/>

Sam Hunt is based in the South West. He has extensive experience of working with heritage organisations across the UK – large and small. His specialisms are visioning and strategic planning, options studies, governance and organisational reviews, change management, staff and trustee recruitment. www.samhuntconsulting.com

Sarah O'Grady is based in the West Midlands and works across the UK. A non-practising solicitor, former chair of an NGO and manager in a public-sector regulator, she works with charities to improve governance and related operational matters, developing practical tools. She specialises in governance reviews, board skills and effectiveness, leadership development and coaching and, as an accredited mediator, conflict management. She can also provide support with constitutional matters and help boards seek and implement legal advice. <https://www.linkedin.com/in/sarah-o-grady-a7507510/>

To discuss your project proposal, please contact Helen Wilkinson,
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