

Our consultants and coaches

Kate Horne



Kate Horne Coach and Action Learning specialist

Kate supports our work primarily where facilitation of working groups is required and has particular experience in a variety of not-for-profit environments where team working is critical to success. Kate's career spans training, consultancy and senior management in public, private and not-for-profit sectors. She started her career as a Youth and Community Worker in Inner London and then worked with Oxfam for more than 11 years, initially managing and delivering staff training programmes.

She moved on to manage Oxfam overseas programmes in Africa in 1994, heading up development and humanitarian aid programmes in Burundi, Angola and Mozambique for six years.

Experience

Kate returned to the UK in 2000 and has worked on a wide range of private, public and voluntary sector consultancy projects focusing on change management, leadership development, strategy development, coaching, and team-building. Her clients have included the Equality and Human Rights Commission, English Heritage, Department for International Development, SONY, GlaxoSmithKline and BAA. She also works with charities and Chief Executives of non-governmental organisations such as the Scottish Refugee Council, EveryChild, Medical Aid for Palestinians, Resource Alliance and CARE International, and reviews and evaluates NGO programmes in developing countries.

Recent involvements include:

- Change and Organisation Development Consultant to the Site Director Lead Team at Dungeness Power Station during its transition from generation of electricity to decommissioning.
- Setting up and facilitating Action Learning Sets for Chief Executives of NGOs and senior leaders of government organisations.
- Executive coaching/ leadership development for managers at the newly formed Equality and Human Rights Commission.
- In 2005 Kate led a team reviewing Danish Government development support to the Mozambican Education Ministry,
- From 2003 - 2007 led a major Change and Development programme for staff and managers of the former Equal Opportunities Commission.

Education and training

Kate has a CIPD Diploma in training management. Other trainings on which she can draw include:

- Certificate in Counselling from Oxford University
- NLP Practitioner Certificate
- Myers Briggs and Firo B qualified Practitioner

Kate is fluent in French and Portuguese

Working with Kate

Kate is passionate about developing people so that they and their organisations can thrive, and this is why she offers action learning opportunities to mixed groups of executives, as well as in-house. Kate has a reputation for an approach that is empowering, confidence building, action and results oriented.



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To discuss how Kate could help with your change challenges, in the first instance

contact our main office

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