

Joanne Lockwood – Personal Statement

I am a person that has built 4 successful businesses over my career, initially in the IT world and most recently as a Diversity, Inclusion and Belonging Specialist. I have a huge personal drive to achieve and develop myself and deliver for my clients, customers and network.

Through this experience I am comfortable managing and prioritising myself being accountable for what I say and do and am comfortable taking the lead on decision making. Over my career, I have worked throughout the UK, Europe and elsewhere and am comfortable traveling, working flexibly, and doing what is necessary to meet the role requirement, to balance this I also value my downtime and personal space.

I am extremely focused on my clients and in some of my roles the members of the organisation, to deliver and where possible exceed expectations. At the same time, I also recognise that “good enough, is good enough” so that solutions are not over engineered. I have built a strong network of D&I, TA and HR professionals throughout the UK, Europe and elsewhere and regularly collaborate and contribute on blogs, podcasts as well as conference keynote speaking.

In my current role as a D&I Specialist, people would describe me as a thought-leader and someone who isn't afraid to challenge the status quo. I am often sought out for contributions and to speak at events on Inclusion and Belonging.

I am a lifelong learner – I thrive on knowledge and new challenges. My career in the D&I space has been largely self-taught through research, on-line learning, attending conferences, but mostly through meeting and having conversations with people from all over the world. For me, Inclusive Leadership, Motivation, Design and Communications are key and the core skills and attributes. I talk about these often and advocate for them. I recognise that not everyone is the same, it is incumbent on everyone to be adaptive to ensure positive outcomes.

My experience is broad and varied across many industries and functional areas – I work with organisations in the Private and Public Sectors, from NHS Trusts, Education/FE, Local Government, through to well know high street brands and financial institutions. I encourage organisations to see D&I as a business function, reporting to the board not buried and treated as purely an HR/People role.

My role is predominantly focused around the key decision makers at the SMT/C-Suite level. I often host facilitation days and challenge thinking in this area. I am also comfortable developing and delivering workshops and training sessions at all levels and am well versed in adapting the content and style to the target audience. Many of the conferences I speak at are specifically aimed at Senior D&I and HR Leaders.

I have built my consultancy through extensive networking and collaboration with clients, other consultants, vendors and suppliers. My IT and programme management skills give me opportunities to help recommend and assist with analysis, diagnostics, evaluations and implementations of technology platforms and solutions to track and manage initiatives.

I would consider myself well versed in the principles and responsibilities of the Equality Act 2010, together with accreditations schemes such as Disability Confident, Pay Gap Reporting, BS76005, Stonewall's WEI as well as the broad principles of employment law.

I believe that I am a people person. I believe that I am able to engage and communicate and share perspectives. I am told that people trust my views and judgments and that I am an effective team

builder and collaborator, who is not afraid to take the lead and set direction. I come from the stance of “show don’t tell” and encourage the use of nudges to change behaviour, process and perceptions.

Over my career I have held Trustee and Non-Exec Director roles for several charities, membership organisations and other commercial organisations.

As I mentioned earlier – I blog and contribute to online and printed articles and am experienced in writing and producing reports and proposals and to “sell ideas”. I am more than comfortable public speaking and delivering content, either pre-prepared or unscripted on panels or discussion forums.

I would consider myself organised and self-motivated and able to mentor others to give them confidence in their own role. Throughout my career I have led teams of people from 2 through to 40 in various organisations at various levels of seniority.

I would like to use my extensive IT and Programme Management experience to deliver for organisations ready to embark on an inclusivity change programme. I am also looking for roles where I have a sense of belonging, teamwork and purpose.

My final point is that, I value my own person integrity and values and in turn expect an equally high standard from those around me.