



CONTACT

Pristol, England, United Kingdom

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TOP SKILLS

- Mental Health Training
- Mental Health Strategy
- Culture Change

LANGUAGES

• English (Native or Bilingual)

CERTIFICATIONS

- Mental Health Training
- Mental Health Strategy
- Culture Change

Tamsen Garrie

Director of People and Culture

"Treat people like they make impact, and they will."

SUMMARY

Imagine if everyone in your organisation was operating at their optimum

A group of positive, engaged, passionate and talented people, aligned with, and driving collaboratively towards, a shared vision.

What impact would that have on you and/or your clients and customers?

When people are engaged in a culture that truly enables them to thrive, it is reflected in the value they contribute and the impact they make.

The result is a highly motivated, committed, and innovative workforce, a more successful business and greater impact for the people your organisation serves.

Who doesn't want that? On the flip side, when people's opportunity to be their best

self is compromised - even momentarily - they switch to survival mode. I know, because I've been there. Early in my career, as a high achiever in the Oil and Gas and

Investment Banking sector, I crashed under the weight of a role and within a culture where I couldn't be true to my values.

This isn't conducive to success.

Since then I have been working with organisations who understand that their success is directly linked to the success of their people.

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HONORS-AWARDS

Master With Distinction

PUBLICATIONS

- The Art of Conversation
- The Act Of Attraction in Bussiness
- Four Steps To An Aligned Team
- The Accountability Toolkit

As a leader, coach and facilitator, I have supported them to develop a culture that promotes people wellbeing, and enables people to build strong relationships, deal with issues effectively, problem-solve creatively, and make better decisions, all of which are key to creating sustainable commercial results.

I am now incredibly fortunate to have the role of Director Of Culture within three progressive organisations, all obsessed with enabling transformation and creating meaningful impact in their relevant sectors.

The Catalyst Care Group: www.catalystgrp.co.uk

Inspired To Change: www.inspiredtochange.biz

Mental Health In The Workplace: www.mentalhealthintheworkplace.co.uk

EXPERIENCE

Catalyst Care Group

(8 years & 1 month) **Director of People and Culture**

📰 September 2022 - Present (8 months) 🕑 UK, Macedonia, Dubai

As Director of People and Culture, I lead and oversee people strategies to drive and support Catalyst Care Groups strategic goals, ensuring they are delivered by teams of engaged, motivated, talented and aligned 'A Players', and supported by effective best practice, both of which reflect our unique culture, in order to provide a Great Place To Work for all, where people live their best life through work, and positively impact all stakeholders, including clinicians, colleagues, clients and the individuals and families we support.

My primary focus is threefold:

1 Leading and Managing People Experience

Focused on providing a work environment where people are put first, and in which they feel valued, and happy and proud to work, I am accountable for pioneering the continuous improvement of employee attraction, onboarding, engagement, development, and retention, and ensuring a workplace that team members and clinicians consistently refer others to and never want to leave.

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2 Promoting and Driving Positive culture

Focused on ensuring a progressive culture where people feel they are accepted and belong and are enabled to be and contribute their best self, I own the relationship with Great Place To Work and our GPTW certification and am accountable for the operationalisation of culture across the group, to enable all our people to align with our core values and be accountable for cultural alignment in all thoughts, actions, and interactions.

3 Optimising People Contribution and Impact

Focused on the commercial case for investing in a people first culture and a great place to work for all, I am accountable for ensuring consistent monetary return on investment in relation to people and culture, to enable meaningful impact and sustainable growth.



📰 April 2015 - December 2022 (7 years & 9 months) South West of England

The Catalyst Care Group offers tailored, specialist care and support solutions to individuals, and public and private sector organisations and companies across the UK.

Our vision is to humanise care, the be the most Clinician-centric organisation and to create a Great place To Work for all, where people live their best lives through work. Our mission is ultimately to transform care for the better, to become the partner of choice for clients and

clinicians and to work with people who are aligned with our values, and equally passionate about good quality, competent and humanised care and support for people. With culture underpinning the fabric of our organisation, from recruitment and placements, to innovation

and service development, our core values drive everything we do. My role as Director of Culture is to lead culture-building across the brands through leading, coaching, mentoring and advising at all levels across the group.

Director of Associates and Culture | Mental Health Awareness and Management Training Mental Health In The Workplace

::: September 2017 - Present (5 years & 7 months) 🔮 UK, National

If you asked the people in your organisation, would they say they:



Who

Why

Results

• Feel valued and engaged

• Are comfortable sharing challenges openly Know they would receive help if they needed it

Are contributing their best and thriving at work?

Mental ill health is now at epidemic levels in the workplace and if you've noticed an increase in turnover, absenteeism or presenteeism (where employees turn up but are not engaged), there has undoubtedly been a knockon effect on your team dynamics and their overall contribution.

You have a legal obligation as an employer protect the mental health of your people. Equally, you have a commercial obligation as a business leader to enable your people to deliver the best they can. You have a legal obligation as an employer protect the mental health of your people. Equally, you have a commercial obligation as a business leader to enable your people to deliver the best they can. Mental Health in the Workplace is a catalyst for positive change. We help you to both protect and promote the mental health of your people and enhance the success of your organisation by default.

We work with organisations who understand that mentally strong people build better relationships and make better decisions and are therefore key to results. What

We provide mental health strategy and training to help organisations increase awareness, knowledge and confidence, and mitigate risk by preventing mental health issues from escalating.

Our team are therapists (not just trainers), who inspire a culture that promotes continued mental wellbeing as a key component of optimal performance.

This is a strategic and preventative process, not a quick fix. Creating a culture where your people can thrive, doesn't simply generate a positive atmosphere. It leads to a stronger commitment to a shared vision and purpose, better decision making and real commercial results.

If you believe your success is built on your people and you want to help them, please contact me on: Phone: 07525 234 180

Email: tamsen@mentalhealthintheworkplace.co.uk Website: www.mentalhealthintheworkplace.co.uk

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Director of Culture | Solution Focused Therapy

Inspired to Change

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common:

Imagine waking up each morning with a calm and focused mind and with confidence that you'll excel at whatever you do.

What difference would that make to your day? To your relationships? To your work?

At Inspired to Change we work with people who are experiencing an emotional or physical issue which is holding them back or who are struggling to cope with life's challenges and adapting to change. Often they have tried other approaches to move forward but ultimately they still feel unhappy or stuck. Regardless of what brings people to see us they all have one thing in

• They are motivated to get better, cope better or be better

- They are ready to get their lives on track • They are inspired to change
- And that is what we are passionate about and skilled in helping people to do

Why we are different

At Inspired to Change we use a Solution Focused approach based on modern clinically proven, neuroscience based techniques. We help you to understand how our brains work and why they get us stuck sometimes, and we teach you how to get your brain working better for you so you can achieve the outcomes you want. We guide you to find your own solutions to getting your life on track feeling positive, confident, motivated and focused.

And the best bit?

We do all of this without any need to revisit the past or unpick old problems!

Our clients tell us that this simple and highly effective process for creating rapid and long lasting results makes getting back on track enjoyable and liberating, from the start.

At Inspired to Change we have a team of therapists so you can choose who you want to work with and how you want to work with them (did you know hypnotherapy is just as effective carried out online in the comfort of your own home?)

You deserve to both feel and contribute your best. Let us help you do that.

Phone: 07525 234 180 Email: tamsen@inspiredtochange.biz

Website: www.inspiredtochange.biz





Director, Coach, Trainer and Facilitator

Alpha Associates Ltd

🗰 November 2014 - March 2020 (5 years & 5 months) Bristol, United Kindom

Take a look at the modern business world and you'll find that customers are becoming increasingly demanding, competitors are becoming increasingly innovative and talented people are increasingly making values-led decisions about which company to work for.

How can you differentiate?

Arguably, visions, missions, products, services, models, processes & systems can be replicated. What can't be replicated is the culture that informs how the people in the business deliver to the customer and drive the growth of the business. Culture is increasingly becoming the most powerful differentiator businesses have.

Who I work with

I work in partnership with ambitious business owners, with significant growth aspirations who want to build a business where people play to their strengths, contribute the best of themselves and the business grows by default.

What I do

Through coaching, mentoring, training & facilitation of my Team Alignment methodology, I support businesses to transform their approach culturally, strategically and operationally through creating a vision and embedding a culture that is shared by the people and which therefore inspires and motivates them to drive growth through CHOICE.

Why me?

As well as being a HR professional, a business coach & mentor and qualified in Psychology, I have built 3 businesses from start up, sit on the board of 2 and have personally coached hundreds of business owners and developed hundreds of leaders and teams. This has given me a thorough understanding of what it takes to get your team driving your business forward in an increasingly competitive commercial environment.

The result

By building both your confidence and competence as a leader and by transforming your approach, you can create significant sustainable changes that give your business a leading edge.

"We've doubled our turnover in two consecutive years" Trevor Mapondera, Nurseline Healthcare.

Strategic business growth (online programme) through Vision, Mindset, Aciton for small businesses

Alpha Associates Ltd

🗰 October 2016 - October 2018 (2 years & 1 months)

To learn more visit www.alpha-associates.biz

오 Bristol, United Kindom

Do you love what you do, you're just not making enough money doing it? Are you achieving some success in your business, but ultimately, your results don't match the effort you put in? Have you done the business growth books, webinars and seminars, only to find that after your initial excitement and motivation, you lose momentum and nothing really changes? And are you frustrated because you just KNOW you could be achieving so much more?

If you nodded in response to any of these questions, you're not alone! These challenges are familiar to many business owners and in my experience, when businesses are not getting the results they want, it's always because there's a tension between what they want and what they're actually doing

Imagine...

- Waking up each day knowing EXACTLY where your business is heading and feeling truly INSPIRED and MOTIVATED to make it happen - Knowing and believing that the successful business you aspire to have is not just possible, but INEVITABLE. - Approaching every day with CLARITY and PURPOSE, knowing exactly what you need to DO to achieve your goals. - Being known in your market as the person who can resolve your ideal clients problems so that they literally seek you out. - Working with more of the clients you LOVE, getting paid what you're WORTH and making the DIFFERENCE you went into business to make.

And imagine... Achieving these results in a matter of MONTHS!

It's time for a more strategic approach!

VMA (VISION > MINDSET > ACTION) is a strategic process designed specifically for ambitious business owners who have the passion and drive to take their business to the next level, but who also recognise that doing so requires a more structured approach than the one that got them where they are now. I've put everything I know and teach into an online format: VMA For Business so that you can do this essential piece of work in your own time and at your own pace.

Check it out here: www.vmaforbusiness.com/join

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Strategic business growth (one-to-one coaching) through Vision, Mindset, Action for small businesses

📻 January 2012 - October 2018 (6 years & 10 months) 오 UK, Wide

grow your business with ease!

Do you love what you do, you're just not making enough money doing it? Are you constantly worrying about where your next client is coming from? Is your business not growing despite the tremendous effort you put in? And do you just KNOW you could be achieving so much more?

If you nodded in response to any of these questions, you're not alone! These challenges are familiar to many business owners and in my experience, when businesses are not getting the results they want, it's always because there's a tension between what they want and what they're actually doing. Having worked with literally thousands of people in business as a leader, a coach, a mentor and a trainer, and with a strong emphasis on sustainable results, I work with ambitious business owners to create the

conditions that are central to business success. These conditions are summarised as VMA: VISION > MINDSET > ACTION, three essential components that when aligned and working together, create essential TRACTION in your business, enabling you to

As your Coach, my role is to support you through your business (and often personal!) challenges and to enable you to find solutions yourself. As your Mentor, my role is to direct, guide and advise you based on my extensive business experience and training. I marry the two roles very comfortably and the result is that you get the benefit of not making unnecessary mistakes which can cost both time and money, whilst also walking a business growth path which is right for you.

To book a 30 minute Discovery Call, visit: http://tamsengarrie.biz/

Mastermind Groups and Peer-To-Peer Coaching for consistent growth for small businesses enACT - Real Mastermiding For Small Businesses

📻 April 2013 - October 2018 (5 years & 7 months)

National

Why I created it

I created enACT for ambitious and driven business owners who are serious about and committed to growing their business but who have got to the point where they accept that they don't have all of the knowledge and skills required to do so!

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How it works

Through our thoroughly tested meeting format and accountability process, enACT provides a highly collaborative, dynamic and results-focused business growth platform to enable members to move their business forward consistently on a monthly basis. The core offering of enACT is the monthly Mastermind Groups where members meet to focus ON their business and where through the power of peer-to-peer coaching and collaborative problem solving, they develop their confidence and their competence whilst also contributing to the personal and business growth of other members.

The results

Our members move their business forward consistently month on month, improving their business model and processes, automating marketing systems, increasing sales and maximising profits - because we make sure of it. Is it for you

If you are serious about growing your business, if you recognise that you can't do it on your own, if you are ready to stop letting yourself off the hook and if you are prepared to invest in your business in order to achieve the results you want - then enACT was created FOR YOU.

To find out more Visit http://en-act.co.uk/why-join-an-enact-accountability-group/ or alternatively, email me at tamsen@alphaassociates.biz

Business Growth Book for small Businesses The Act of Attraction

📰 November 2012 - October 2018 (6 years)

UK, Wide

Have you ever wondered why some people appear to create success in their business with ease whilst others appear destined to struggle? The answer lies in The Act Of Attraction

Attraction is already working for you whether you're aware of it or not. You are already attracting the people, circumstances and outcomes in your business through your activity, be it your internal activity: your desires, beliefs thoughts & feelings, or your external activity: your language, behaviour & actions. Tamsen Garrie combines the powerful combination of HR and operational excellence and sound business acumen, with an inherent understanding of psychology and people to bring you The Act Of Attraction, a holistic and practical approach to creating the business success you want.

Learning and consciously applying The Act Of Attraction in your business will enable you to deliberately attract the things, and build the business you truly desire, because when you get what's going on in your head and what you're actually doing working together in tandem - that's when you create extraordinary results.



Nurseline Healthcare

Director of Culture

📻 April 2015 - April 2018 (3 years and 1 month)

📍 Bristol, United Kingdom

Covering the SW and SE of England, Nurseline provide experienced and competent mental health nurses and support workers to independent mental health hospitals to enable them to run smoothly and efficiently by improving service flexibility and reducing agency costs, whilst enhancing patient experience, recovery and safety.

With it's 'Make It Personal' ethos, Nurseline has made its name by delivering a personalised service to its clinicians which in turn enables them to deliver a genuinely personalised service to their patients. As Director of Culture, my role in the business has been to support this vision with the creation and implementation of a 'People First' culture, fully supported by a 'Service Leadership' approach to enable everyone who works with and for the organisation to contribute the very best of themselves for the benefit of themselves, their colleagues, the people they serve and everyone they live and work with.

Network Director: Leader and Manager, Trainer and Coach

4Networkinf Ltd 📻 April 2007 - November 2011 (4 years and 8 month)

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As Network Director it was my role to replicate the approach with which I had built my own region to enable the network to scale nationally. It was the combination of corporate Operational Management and HR experience, strong leadership and an inherent understanding of people that enabled me to develop the infrastructure, including the leadership team, processes, systems and training to enable it's growth into the thriving national business that it was when I left at the end of 2011.

At it's peak, I led a senior management team of 18 who led and managed the 950+ leadership team who ran 380+ business breakfast networking groups across the UK.

"Tamsen has the rare ability to hold 4 elements in clear focus when interacting with people: The organisation's needs, the person's skills and attributes, where these best fit, and importantly what gaps need developing to get best performance. With her unusually good rapport building skills she is able to effortlessly work with these factors in a single conversation. The results are seriously impressive and have been instrumental in enabling a consistent doubling of 4Networking every year for 3 years on the trot." Tim Johnson, Director of Strategy, 4Networking

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Human Resources Benefits Manager

Goldman Sachs

December 2000 - December 2001 (1 year and 1 month) • /

Managed UK employee benefit programmes

Project managed benefits related projects to ensure adequate resourcing and timely delivery Managed internal benefits related communications to ensure brand consistency



Contract Sales Support Manager

February 1998 - July 2000 (2 years and 6 months)

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Recruit, manage, train & develop the Contract Sales Support Team to provide administrative support to the Contract Sales Team with regards to:

- Tendering and Renewal activity in accordance with the Sales and Marketing plan. • Accurate invoicing
- Relations with external service providers to enhance customer service
- Responsible for formulating company policy and developing sales and operational procedures and ensuring compliance.

EDUCATION

- **Diploma, Eastern Health Methodology**
- East West Collage

2004 - 2006



Clinical Psychotherapy and Hypnotherapy, Psychology, Counselling, Conflict resolution, Hypnosis, Teaching

Hammersmith and West London College

2003 - 2006

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Thames Valley University 1998 - 2000

Hammersmith and West London College **....** 1996 - 1998

IPD Human Resources, Human Resources

Bachelor of Technology (BTech), Bussiness **Richmond Upon Thames Collage** 1990 - 1992