



Jayne Dunsbee

Principal Consultant

Jayne is a pharmaceutical scientist who has spent over 24 years as a member and leader of multifunctional teams at Pfizer, one of one of the world's top global pharmaceutical organisations. She spent her first 12 years as a formulation scientist, working on a wide range of dosage forms and gaining exposure to the whole development lifecycle. Some of the drugs she helped to develop went to survive the attrition process and became major 'blockbusters'. Over her last 12 years at Pfizer, she channeled her experience into organisational development roles and has repeatedly demonstrated how she has enabled teams to accelerate development to high performance. In addition, she set up new technical and organisational capabilities within global research and development and championed a number of integration projects resulting from major mergers / acquisitions. Working within a global environment gave Jayne the insightful experience of managing - being managed by - global teams and also helped her understand and appreciate cultural differences and the potential impact this can have on an organisation.

Jayne believes that motivating, engaging and inspiring people is critical to help them prepare for, adapt to and go through change - yet recognises this is often neglected at the expense of logistics and processes. Jayne has a proven track record of leading and managing significant organisational change whilst focussing on these 'human elements'. Experience as part of a global communication team also enable Jayne to underpin organisational transition with effective, timely and authentic communication processes, in which she partnered with senior leaders and devised strategies to engage colleagues throughout the organisation.

The elimination of her role in 2009 gave Jayne the opportunity to set up her own business coaching company and to gain some additional qualifications. Jayne holds a degree in Pharmaceutical Sciences and has augmented this with an Advanced Diploma in Professional Coach-Mentoring, accredited academically at Masters Level and professionally at Senior Practitioner level. She is an accredited practitioner of the Myers-Briggs Type Indicator and the Bar-On model of emotional and social intelligence, as well as being highly experienced in using other tools such as Belbin™ and StrengthsFinder™ with individuals and teams. She ensures she is at the forefront of contemporary coaching trends and techniques through her own continuous professional development and also membership of the European Mentoring and Coaching Council and Association for Coaching.

Jayne shares her home with her fiancé and large ginger cat and loves to spend time with her friends and family, often combining this with her passion for cooking. She enjoys outdoor activities including running, cycling, walking and bird-watching, as well as yoga and meditation. She has been a volunteer with her local Hospice group for over 25 years and is also a volunteer for Natural England.

Her areas of specialism include:

- Developing people – individuals and teams - to enable them to reach their full potential, personally and professionally
- Enabling teams to accelerate their development to high performance – and helping them stay there
- Using positive psychology concepts to accelerate team development – including defining, understanding and appreciating their own strengths and behavioural preferences as well as those of their other team members.
- The ‘human elements’ of organisational change, including effective, authentic communication which maximises face-to-face opportunities and engages colleagues throughout the organisation.
- Organisational culture – the potential impact of cultural differences and how this can be further accentuated in global / ‘virtual’ teams.

Current and former clients include:

Pfizer Global R&D – UK and US

Pfizer Global Manufacturing - UK

She is inspired by:

People - I am fascinated by what makes them ‘tick’! I find that even everyday conversations can offer a snapshot of a person’s life which reveals they have done something quite amazing - and the strength, bravery and courage which has got them there is often truly inspirational.

Favourite quotation:

“Do not believe just because wise men say so. Do not believe just because it has always been that way. Do not believe just because others may believe so. Examine – and experience yourself” - Buddha

If she could be superwoman for the day, she would:

Give people the courage to make the changes they need to live their lives with deeper meaning, purpose and fulfilment. Life is way too short to look back in old age and regret not being happy.