

Kirstie Smith

Professional profile

I am an experienced manager and trainer with specialist skills in organisational development, learning and development, group facilitation, development of people, communication and coaching. My experience includes development and facilitation of leadership and behavioural learning programmes for groups and in one to one settings and leading on service user involvement organisational programmes.

My strengths include partnership and relationship building and coaching for high performance.

Most recently I have set up a learning consultancy and am using my experience to train different organisations and sectors.

Along side this I am studying developmental psychology and am currently in placement providing therapy for children with developmental needs.

Professional Experience

Lead Trainer for KirstieSmith Consulting, Jan 17 – present.

I set up Kirstiesmith Consulting to provide learning solutions for staff and managers.

Workforce Development Manager, Westminster Drug Project. Sept 06 – Jan 15.

A senior manager responsible for management learning within WDP. Key responsibilities include, organisational development, communication, organisational culture and employee engagement services for a SE charity with a turnover of £15m, 317 employees and 120 volunteers delivering a range of services in a range of community and criminal justice settings.

Key Achievements:

- Developed and delivered organisational volunteer programme which resulted in recruitment of 42 posts
- Embedded culture of competency assessment and established WDP as an NVQ assessment centre in partnership with the Open university
- Facilitation of organisational best practice meetings to embed best practice within services to improve the service user experience
- In partnership with UNODC (United Nations) I travelled to Moscow and Siberia to deliver harm reduction programmes to custody workers

- Established management supervisions and appraisal systems and a management and leadership development programme and management competency based qualifications in partnership with the ILM.
- Established the Service user involvement recruitment programme to ensure that service users are an integral part of recruitment at WDP
- Currently looking at selling the WDP training programme to generate org income.
- In partnership with other departments, established WDP as an Investors in people provider who said “Learning and development at WDP is second to none” (March 2014)

Arrest Referral Practitioner Westminster Drug Project Sept 02 -06
I worked at Charing Cross police station, in partnership with the Metropolitan police service and the Charing Cross Custody nurses to deliver assessment and intervention to substance misers within the custody setting.

Key achievements

- In partnership with the metropolitan police, I developed the Charing Cross needle exchange scheme – all IV injectors received clean needles on their release from custody to limit the spread of BBVs
- Provided assessment and onward referral to over 300 people
- Key in enhancing partnerships between the police, substance misuse practitioners and nurses for the benefit of client care

Programme Coordinator. Gloucestershire Drug and Alcohol Service 4/00-9/02

Responsible for the introduction, establishment and facilitation of a new scheme to take substance users from custody into a planned structured programme, including medication.

Key achievements

- Development of the project involving partners in health, criminal justice and probation
- Commissioning of prescribing service time, therapists and other partners
- Community care assessments for clients, including reviews
- I was also active in the development of the young person’s substance misuse service for Gloucestershire.

Link Coordinator Gloucestershire Drug and Alcohol Service 04/98-04/00

Responsible for the linking and development of communication between services throughout Gloucestershire. for vulnerable people. My responsibilities included;

- Highlighting gaps in service provision for vulnerable people throughout the county.
- Development and facilitation of awareness sessions relating to drug use for all sectors of the community including health, social and criminal justice services.
- Development of drug and alcohol policy for schools and other organisations.

English teacher Eleni Niarchou 08/95-03/98
Teaching English as a foreign language in Greece

Senior Residential Social Worker Coral Atkins 09/90-08/95
Responsible for the care of adolescents aged from 11-18 suffering from severe childhood trauma, supervision of new staff and budgeting.

Education and Selected professional Training

Diploma in Child Counselling
present

Level 7 award in Leadership and Management , ILM 2014

A1 assessor award, Open University 2009

Coaching and leading for high performance, Maynard Leigh associates 2009

Performing with presence, Maynard Leigh associates 2008

Group work training, GCL 2007

MSc Addictive behaviour, St Georges Hospital Medical School 2005

BA English and Social Science, Exeter University 1990