

*Tom Beardmore-Gray, The Girls Day School Trust*

My name is Tom Beardmore-Gray, I am the Financial Director of the The Girls Day School Trust. I have run a session on Change Management with John Tranter, and we explored the reasons for the pressures for change; some of the obstacles that many business leaders and charity leaders can face when it comes to implementing change; and how some of those obstacles can be overcome. I think that what we all agreed during the meeting is that charity finance professionals have a huge role to play in business change in the sector. There are a number of things that came out of the workshop, particularly the need to manage stakeholders; to ensure that the requisite support for change runs throughout the organisation right the way from the Board all the way through to any staff that finance leaders might be managing. I think also the pace of change was an important theme as well, to allow enough time for people to understand why the changes are needed, what they are, what the implications are, and allow them time to buy in and support those changes in a constructive way. So hopefully it was a useful workshop for everyone involved, and will help them anticipate some of the issues that they will come up against with change processes in the future.