

UK Trustees and advisor

Kevin Ford - Chair of Trustees



Kevin has been a successful entrepreneur in both the social and commercial worlds for over thirty years. He currently balances a mix of public service; consultancy projects focused on business planning, leadership and change; investment and business activity.

He was actively involved in the rethinking of delivery models for public services. This included the development of leaders to understand how publicly funded enterprises differ from traditional businesses, and how to build a culture of enterprise in non-profit distributing ventures. He has worked as a business planning adviser to a range of local authority spin-out enterprises, including cultural services, public libraries, probation, housing, adult learning and youth services.

He was appointed as a Visiting Fellow by Cranfield University School of Management in 2016, working specifically on business planning for not-for-profit enterprises, including multi-academy trusts.

He founded FPM Training in 2001, an award-winning company which specialised in providing contextualised management, leadership and organisational development to the public service sector in England. Kevin built the company's reputation as an innovator and provider of first-class services, leading it to an annual turnover of over £3.5 million. The company delivered over 60,000 days of leadership and management development to 20,000 leaders at all levels, in extended schools, public libraries, adult learning, FE colleges, youth services, the NHS, the Fire Service, museums and archives. It ran national programmes for the Department for Education, the Department for Media Culture and Sport, the Department for Business, Innovation and Skills, the Cabinet Office and the Local Government Association. FPM programmes were accredited by De Montfort University and the University of Leicester. FPM was an approved centre for the Chartered Institute of Management and the Institute for Leadership and Management. In 2013 he decided to wind down the company in the face of austerity cuts and focus on personal consultancy work,

He specialises in business planning and development, inter-organisational relationships, (networks, partnerships and federations), leadership, business strategy, organisational change and development, governance and the involvement of users in decision-making processes. Before that, he worked in the health service and charity sector.

Kevin has written and advised widely on leadership and management issues relating to civic organisations, including board development work with some of the largest charities in England (SCOPE, RNIB, Mencap, Groundwork). He was an Academic Consultant with the University of Leicester Management Centre, where he taught on the full-time MBA programme for six years and has also contributed to management programmes at the Judge Institute, Cambridge, City University and the University of Birmingham. In 2013 he collaborated with the Centre for Employee Owned and Mutual Business at Kellogg College, University of Oxford, to offer a series of national seminars on the development of public service mutuals as stand-alone businesses.

He has advised Ofsted on commissioning youth services and provided briefings to the Department for Education on young people's mutuals. He was invited to contribute to the Mutuals Task Force set up by the Cabinet Office and gave evidence to the DCLG Select Committee on cooperative councils. He holds an MA in anthropology from Cambridge University. Away from work, he devotes his energy to making stone sculpture, painting and travel.

Jon Sait Founder and Trustee (Treasurer)



Jon has worked in social work, teaching and community development in the UK and overseas since 1975. Work for the Republic of Seychelles was followed by NGO and independent work assignments in Tanzania, India, Thailand, Mexico, Myanmar, and Croatia and Bosnia during the civil wars. In 2016, he went on a secondment to Uganda with the Wales and Africa programme and began the work of Trio Uganda with Uganda social activists, founding the UK charity in 2017.

His role at Trio Uganda includes UK fundraising and safeguarding lead on inclusive community-led projects serving disenfranchised and multiply disadvantaged individuals and groups, including young females, teenage mothers, widows, grandmother carers, orphaned and vulnerable children, people with disabilities, street youth, and AIDS/HIV-impacted families. Jon's key role is developing community plans and funding cycles. His current focus is social business, legacy planning and mentoring with the next generation of Ugandan community leaders to aid the transition to self-reliance and sustainable independence.

Jon divides his time between Wales, Uganda, and Spain where he runs an annual open carving studio associated with Global Stone Workshop.

Qualifications: B.Ed. CQSW

David White – Trustee (due to resign and rotate to advisor in October 2024)



Dave was a career social worker with West Glamorgan Social Services and has served on numerous third-sector bodies and charities. His background in child safeguarding, hospital care provision and community care settings bring a strong set of assessment skills to the work of Trio Uganda.

Qualifications: B.Sc. CQSW

Roz Gasper – former trustee and advisor.



- **Qualifications:**BSc Econ(Psychology), MA Manpower Studies, MSc Occupational Psychology, D Phil Organisation Studies, FHEA (Fellow Higher Education Academy), AACIPD (Associate Academic Member of Chartered Institute of Personnel Development)
- **Position:**Senior Lecturer Organisation Studies
- **Department:**FBL - Law
- **Telephone:**[+4411732 83473](tel:+441173283473)
- **Email:**Roz.Gasper@uwe.ac.uk

I am a Senior Lecturer in Organisation Studies in Bristol Business School. I work within the organisation studies department focusing on Change Management, including undergraduate, masters, and short courses for professionals. I am also a team coach within the Team Entrepreneur Award in which TEs learn by doing and running projects and ventures as well as working as a Team Company. My career history is both academic and non-academic. Within universities, I have been a lecturer and Award Programme leader. I have worked in: the Voluntary third sector, for example, Black Asian & Minority Ethnic experiences and employers' actions with the Justice Sector specifically with the police and probation services, and employment; Young families' early intervention and commissioning/bids,

and interpreter services to support work with families; Local Government specifically self-managed and group approaches to Management Development, as well as equalities; the Private Sector including Consultancy, Management of Change specialist, and HR mainly for large employers.

Within UWE I am involved in the development of a range of new undergrad and postgrad modules covering organisational studies, management of change, as well as complexity leadership and change. A key priority in 2013-15 is to remain research active and publish from the range of my research experiences including my PhD.

Area of expertise

My current focus is coaching, change and organisation development. My Doctorate focused on collaboration and community participation with the change to citizen-led service delivery/partnerships introduced by New Labour. Specifically, it looked at discourse and embodied identities in public meetings called 'Partners and Communities Together' and partnerships introduced as part of local neighbourhood policing to address locality crime and disorder and quality of life issues. As well as critical discourse analyses favouring a longitudinal ethnography, I have also used more traditional qualitative approaches within my other research into organisational change and the management of change. My teaching has been focused on change, management, and the range of organisational behaviour topics, and some HR topics with undergrads and masters students.

I have two 3* publications that draw on these experiences and topics – and are collaborative with colleagues from Cardiff and/or Keele University. I am working on other papers that focus on organisational change

Publications

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| <ul style="list-style-type: none"> • Book Chapter (1) • Journal Article (3) <ul style="list-style-type: none"> • Report (6) • Show All Categories |
|--|
- Bolden, R., Isaac, B., Pawson, C., & Gasper, R. (2022). [Systems change for multiple complex needs: A practical tool](https://uwe-repository.worktribe.com/output/9720208). Bristol: Golden Key. Available from <https://uwe-repository.worktribe.com/output/9720208>
 - Gasper, R., & Simpson, P. (2021). [Module design, delivery and assessment for large student numbers](https://uwe-repository.worktribe.com/output/6024944). In *Organisation Studies and Human Resource Management: An Educator's Handbook*. Routledge. Available from <https://uwe-repository.worktribe.com/output/6024944>
 - Bolden, R., Isaac, B., Pawson, C., Griffin, E., & Gasper, R. (2021). [Golden Key local evaluation: Review of phase 4 system change case studies](https://uwe-repository.worktribe.com/output/7816143). Golden Key Bristol. Available from <https://uwe-repository.worktribe.com/output/7816143>
 - Fox, J., & Gasper, R. (2020). [The choice to disclose \(or not\) mental health ill-health in UK higher education institutions: A duoethnography by two female academics](https://doi.org/10.1108/JOE-11-2019-0040). *Journal of Organizational Ethnography*, 9(3), 295-309. <https://doi.org/10.1108/JOE-11-2019-0040>. Available from <https://uwe-repository.worktribe.com/output/5973265>
 - Isaac, B., Bolden, R., Gasper, R., & Beardmore, A. (2019). [Golden key local evaluation - Phase 3: System change](https://uwe-repository.worktribe.com/output/850556). Available from <https://uwe-repository.worktribe.com/output/850556>
 - Gasper, R., & Davies, A. (2018). [Revisiting the potential of community empowerment within UK neighbourhood policing meetings](#). *Policing and Society*, 28(2), 223-241.

<https://doi.org/10.1080/10439463.2016.1161040>. Available from <https://uwe-repository.worktribe.com/output/918996>

- Thomas, R., Mangan, A., Davies, A., & Gasper, R. (2018). [The challenges of police-community collaboration: identity manoeuvres and power struggles in a neighbourhood based meeting](#). *Public Management Review*, 20(9), 1353-1373. <https://doi.org/10.1080/14719037.2017.1383718>. Available from <https://uwe-repository.worktribe.com/output/865404>
- Isaac, B., Bolden, R., Pawson, C., Gulati, A., Gasper, R., Plumridge, A., Kimberlee, R., Tischener, I., & Stern, E. (2017). [Building connections: Golden key local evaluation phase 2 report](#). Available from <https://uwe-repository.worktribe.com/output/888673>
- Gulati, A., Bolden, R., Gasper, R., Green, E., Isaac, B., Kimberlee, R., Page, M., Pawson, C., Plumridge, A., Stern, E., & Strauss, P. (2016). [Reaching out: Golden Key local evaluation phase 1 summary report](#). Available from <https://uwe-repository.worktribe.com/output/913063>
- Gulati, A., Bolden, R., Gasper, R., Green, E., Isaac, B., Kimberlee, R., Page, M., Pawson, C., Plumridge, A., Stern, E., & Strauss, P. (2016). [Reaching out: Golden Key local evaluation phase 1 full report](#). Available from <https://uwe-repository.worktribe.com/output/913034>

Rachel Sanders – trustee in October pre-induction



Policy Lead, Programme Manager, Linguist, Teacher, Performer

Llywodraeth (Welsh Government)

Head of Apprenticeship

Management and Delivery of a flagship pan-Wales programme with responsibility for line management, financial and contract management, engaging with stakeholders to influence delivery, relationship management support, policy development and implementation, staff training and progression