

Monika Barnes

management development solutions for individuals, teams and organisations

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Monika specialises in

- Developing the performance of top teams
- Coaching business leaders and industry professionals
- Creating and facilitating leadership and management development programmes
- Designing and implementing performance management solutions
- Advising SMEs on strategic planning and organisation training needs analysis
- Working with national media industry and skills agencies on strategic training and development initiatives
- Monika's clients range from global businesses to entrepreneurial organisations. They return to her time and again because they know she delivers to agreed objectives, to time and to budget.

Clients

Ascent Media Group

AOL

BBC

BFI

Citigate Broadcast

Citigate Dewe Rogerson

Cyfle

Five Television

Gulf DTH Productions

Granada Media

Liberty plc

Momentum Pictures

MTV Networks Europe

National Film and

Television School

PACT

S4C

Skillset, Sector Skills Council

The Incepta Group

The Script Factory

Universal Pictures International

Universal Pictures UK

Viacom

Monika's approach and core values

- Monika's skills and expertise are backed up by extensive knowledge and experience of industry demands. This means she can focus and respond quickly and practically to the needs of organisations, business leaders, managers and professionals.
- Her genuine interest and professional yet personal approach enables Monika to quickly get to the heart of a problem, offer an honest appraisal of the situation and provide value added, tailor made solutions that really do work.
- Monika's aim is always to enable her client organisations to achieve their objectives through a strategic but pragmatic approach to the investment and development of their people.

See 'Projects' and 'Client feedback' for the range and scope of Monika's experience.

About Monika Barnes

Monika has been successfully running her own development consultancy for over 10 years following a career in training and development within Jaeger Retail, BBC Radio and Thames Television.

Monika's post degree qualifications include a Diploma in Management Studies and a MSc in Occupational Psychology. She is a graduate member of the Institute of Personnel Development.

Monika is an accredited Myers Briggs (MBTI) Practitioner for Step 1 and Step 2, a Strength Deployment Inventory (SDI) and Skillscope (360 feedback system) Practitioner. She was trained to be an Action Learning Facilitator at Roffey Park Management Institute.

Projects

Developing Top Teams

Client

The international sales, marketing and distribution operation of a global media and communications company.

Challenge

To develop the performance of the top team to achieve demanding business goals in their highly competitive business sector.

Method

By establishing success criteria, diagnosing current levels of teamworking and identifying problem areas. Addressing problems with relevant and practical tools and processes. Facilitating off-sites, providing individual coaching, progress reviews and feedback.

Result

'The team has now agreed its overall purpose, values, strategic goals and working approach. As well as recognising strengths, weaknesses and pressure points, collaboration and decision making have noticeably improved.'

HR Director

Coaching Business Leaders and Industry Professionals

Client

In this case, a Senior Vice President of a global film distribution business.

Challenge

To develop personal skills and effectiveness at Board level.

Method

Psychometric profiling (MBTI), 360 feedback tools, discussion and observation to identify development goals followed by a series of individual coaching sessions.

Result

'I read through my personal development plan determined to implement what you successfully dragged out of me during our sessions. It worked. People seem pleased, if a little shocked at first. For my part it feels great. Thank you for identifying areas of my performance that needed changing. You were spot on.'

Senior Vice President

Leadership Development

Client

A global leader in the creation, promotion and distribution of entertainment, news, sport and music.

Challenge

Developing leaders of international business units to further their leadership capability and performance in order to achieve greater synergies in the global business.

Method

Facilitating residential development programmes. Leadership coaching using 360 feedback and psychometric profiling.

Result

'Our initial evaluation shows improved leadership behaviour, greater synergy and co-operation between business units resulting in a demonstrable positive impact to the bottom line.'

HR Director

Management Development

Client

A public service broadcaster.

Challenge

To develop people management skills within a creative environment.

Method

Design and delivery of a series of 2 day workshops focusing on the most important management competencies critical to the success of the organisation.

Result

'We have used Monika to deliver our management training for a number of years. Her experience and wealth of knowledge is huge. She has helped to raise our management skills to new performance levels.'

Training Manager

Projects

Performance Management

Client

One of the world's most influential music television networks.

Challenge

In a period of significant organisational change, to raise the performance standards of all employees, improve management and communication processes and ensure greater clarity of performance expectations.

Method

Identification of behavioural competences linked to business objectives. Design of performance management processes followed by extensive training across both UK and European businesses.

Result

'A huge cultural shift was achieved.'
'An excellent insight into how to manage and motivate staff at last.'
'Long overdue, the apprehension just drifted away.'

Strategic Planning

Client

An innovative training and events organisation occupying a niche market position forging links between screenwriters and the film development sector.

Challenge

Having achieved phenomenal growth, this entrepreneurial company had reached a crossroads and needed help in its business direction, strategic priorities and processes.

Method

In depth discussions with the Directors and team members and a series of structured team workshops.

Result

'The company now has a strategic plan, a clear sense of purpose and direction, short and medium term business objectives coupled to action plans. Communication and working approach has also been improved.'

Company Director

National Training and Development Initiatives

Client

Skillset, the Sector Skills Council for the Audio Visual Industries.

Challenge

To put in place a quality approvals and recommendation system appropriate to the education and training network throughout the industry.

Method

By providing independent external evaluation of organisations seeking Skillset approved status as National or Regional Training Partners through a quality standards framework. Assessing performance against organisational and delivery quality standards and making recommendations for approval.

Result

'This first phase has been successful and the approvals process will now be extended to include Training Providers across the whole of the audio visual industries.'

Director

Client comments

Client survey

A recent client survey described Monika as follows:

Professional, authoritative, committed, realistic, focused, perceptive, intuitive, insightful, honest, challenging, tenacious, persistent, clear headed, calming, empathetic, creative, enthusiastic, responsive and adaptable.

She is known for the depth and breadth of her knowledge of industry, of training and development as well as her gravitas and integrity.

"Monika has been instrumental in the effectiveness of the Senior Management Team. By providing both Team and Individual Development Initiatives, Monika has assisted the Senior Management Team in the development of the Company's business objectives and strategies. She has also helped individuals identify their areas of personal and professional development and facilitated/coached them to improve. Having seen the vast improvement and impact on the business we extended this approach to all departments and teams within the business and quickly saw the benefits to the bottom line."

HR Director

"Monika's experience and expertise enabled us to deliver a 3 day workshop specifically designed for a team who were mostly new to the business and had to learn to work together quickly. A year later I have 100% retention rate on the new team."

Senior Vice President

"Monika revolutionised the way the Studios Division managed itself. Prior to Monika's intervention, management style was confrontational and aggressive. This was transformed by the managers at all levels feeling empowered to make decisions, develop strategy and actually manage."

Production Director/Broadcaster

"Monika has worked with Skillset on various consultancy assignments for many years. She has that rare ability to combine strategic thinking and expert training delivery. She is able to quickly find a way of working within the culture of an organisation and gains immediate respect with her excellent interpersonal, diplomacy and advocacy skills."

Director

"Thank you for your contribution over the last few years in raising the skills of our managers and all your hard work in training all our staff in our initiative to improve communications at all levels. We greatly appreciated your help and assistance in developing appropriate courses and initiatives to achieve our goal. I hope we can work together again soon."

Chief Executive/Broadcaster

"I found the whole strategic planning process absolutely invaluable. It focused me into analysing myself and where the company was headed. It took me off the roller coaster so I could see what we were doing. The business outline was brilliant - worth its weight in gold. You don't see the wood for the trees when you're close to it all day."

Producer/Director

"It was a real pleasure to work with Monika. My colleague's 'bullshit free zone' comment at the end of the two days was the highest compliment she could have paid and speaks volumes for Monika's practical, common sense and jargon free but always intelligent approach."

Senior Public Relations Manager

"My coaching sessions with Monika made me face issues I avoid, revealed and then filled gaps in working disciplines, required me to stop and take a long look at what I work on and why."

Company Director