

Council Member

MARION PARRIS

What do you do? What does your job entail? What part of your role as a practitioner is particularly special?

My current activities include:

- Developing interpersonal skills in relation to people management
- Training trainers
- Performance coaching managers to peak effectiveness
- Running an ILM Centre delivering bespoke programmes for the corporate market place at level 3 for managers and level 3 and 5 for coaches

How do you come to be where you are today? What has been your career path? What have been the significant milestones in your life that have led you to here and now?

I originally trained in Hotel Management and had an operational career in 4 star hotels and industrial catering.

I took some industry training board qualifications as a trainer and got bitten by the training bug – moving into pub retailing

I specialised into manufacturing training and then moved into developing training materials for franchisees in food retailing

I set up my own business in 1991 and started to develop my skills and experience in earnest

Some significant milestones have been to gain some major contracts, to retain many of my original clients, to attain my MA in Human Resources Management rather than Development (challenging my boundaries within HR!), and my CLP

If you could change or are looking to change any aspect(s) of your current role/job/practice, what would they be and why?

I am looking to develop my business into a open course programmes, specialising in aspects of authentic leadership – particularly challenging as I need to explore routes to market. I also want to focus more on my performance coaching within the corporate marketplace as I have recently had some very positive feedback having packaged this product.

I have currently gained a new work stream within the NHS and this is broadening my experience considerably.

How do you see your role developing? What sorts of skills do you believe you will need to acquire in the next few years to stay in touch with best practice? How might you acquire these skills?

I have been a Trustee of a regional structure within a national Federation since last year and have been challenged to take it through a major crises in relation to the people aspects. I have found this difficult because I knew the staff well, and it required considerable legislative research and for me to be sensitive to national and local politics which is historically an area of little interest to me

personally. I have now been invited to be Chair and this raises questions regarding my depth of knowledge on the financial side and my ability to work with a broad spectrum of people at a strategic level. I am currently undertaking my Diploma in Strategic Coaching to support me in this having gained a Distinction from Coventry University in my Certificate in Coaching in Leadership Capability (deals with Coaching of senior managers in high growth SME's). This is giving me new insights within some of my own clients and I feel I now have a broader perspective on some of the challenges facing senior managers over the longer term.

What do you see as the role of the Council?

To consider member issues from differing perspectives and challenge assumptions

What of your particular experiences do you think will be pertinent to the role of Council?

My recent board and qualification experience should be very relevant

Similarly my own journey with Trainerbase over a number of years, and recently gaining my CLP should enable me to see things from both the Board and the member perspective

What would success for the LPA look like for you?

Success looks like

- Raised status of trainers in the UK rather than being lumped in to 'personnel'
- A meaningful and fruitful way of marketing myself in a value for money way
- Being seen as the preferred route to gaining trainers by purchasers within the UK
- Regular opportunities for me to apply for as a Trainer
- An opportunity to participate in networking and action learning with other trainers who are not in local competition with me

If there is one thing you would say to the membership about their engagement with the LPA, what would it be?

It is up to you to be active if you want something back – I have proved this myself. When I was inactive I gained no work, when I became pro-active I gained work and this was before I gained my CLP or became a Council Member.

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