

## **Mike Nicholson**

BSc (Hons), PGCE, MSc, Certificate in Management Studies, CQSW

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Mike is an experienced former director of social services and successful operational and strategic manager. Mike worked for Bristol City Council for around 30 years in a variety of practitioner and management roles in children's services. In 2009, he was appointed as a Head of Children's Services in Newport and in 2013 as Strategic Director.

Despite the years of austerity, Mike was able to work with councillors and Heads of Service in Newport to create a stable and innovative social care workforce achieving year on year improving performance at the same time as making substantial budget reductions.

Mike is a passionate advocate for collaborative working in order to develop integrated pathways of support for vulnerable people. He commissioned a legal partnership with a national voluntary sector organisation to deliver Newport's family support services, from early help to intensive programmes for the most vulnerable children and families. Independent reviews identified this collaboration as being innovative and efficient, but most importantly highly effective in meeting the needs of vulnerable people.

Mike also worked with NHS colleagues to develop seamless pathways of support for older people and with education colleagues to develop learning and wellbeing pathways across school clusters.

In addition, Mike is a qualified executive coach with strong interpersonal skills with individuals and groups. His vision is 'to inspire confidence, conviction and capability in leaders through deep reflection and experiential learning.'

Mike stepped down as Strategic Director (People), with responsibility for Adult and Children's Social Services and Education, at Newport City Council in July 2017 and since then has worked as a leadership coach and an Associate Consultant for IPC. Mike was appointed as a Trustee for Barnardo's UK in September 2017.

Mike is a qualified social worker and has an MSc in Management from the University of the West of England. He also holds a Postgraduate Certificate in Higher Education and is a qualified coach via the Institute of Leadership and Management (Level 7) Certificate in Coaching.