

## Mari Ellis Roberts

BA (Hons), CIPD Professional Qualification Standards

Cymhellydd, Bangor University

[pose04@bangor.ac.uk](mailto:pose04@bangor.ac.uk)



Mae Mari yn gweithio ym maes datblygiad staff ym Mhrifysgol Bangor, lle mae hi'n gweithio gyda amrywiaeth o staff megis penaethiaid adrannau academaidd yn ogystal â reolwyr a rhai sy'n cychwyn ar eu taith fel rheolwyr a goruchwylwyr. Mae Mari hefyd yn gweithio fel ymgynghorydd o fewn awdurdodau yn y sector addysg uwch a lleol yn cyflwyno hyfforddiant sgiliau hyfforddi i reolwyr.

Mae cefndir Mari mewn datblygu staff ac adnoddau dynol o fewn y sectorau llywodraeth leol ac addysg uwch. Mae ei phrofiad yn ei galluogi i dynnu ar nifer o dechnegau hunan-fyfyrionol y gall hi ymgorffori mewn i'w ymarfer cymhelliant. Er enghraifft, fel Ymarferydd Myers Briggs mae Mari yn aml yn defnyddio y prawf seicometrig fel sail i helpu eraill gael mewnwelediad i arddulliau a dewisiadau gweithio ac mae hi'n cynnig lle i bobl drwy gymhelliant i ystyried sut mae hyn yn effeithio ar y ffordd byddent yn cyfathrebu ag eraill.

Mae rôl bresennol Mari fel datblygwr staff o fewn cyd-destun prifysgol yn eang iawn ac mae ganddi brofiad o arwain a rheoli nifer o fentrau datblygu staff yn amrywio o weithredu fframwaith cymhelliant ar draws y sefydliad, dylunio rhaglenni hyfforddi a chefnogi nifer o fentrau ar lefel sefydliadol. Mae ganddi hefyd brofiad o weithio gydag uwch reolwyr fel rhan o fyrddau prosiect ailstrwythuro i weithredu cynlluniau rheoli newid. Mae gan Mari brofiad helaeth o gydlynu'r *Cynllun Mentora Menywod Addysg Uwch*, cynllun ar draws holl brifysgolion Cymru, ac mae wedi bod yn fentor a cydlynnydd y cynllun ei hun am y 4 blynedd diwethaf.

Mae datblygu darpariaeth cymhelliant ar gyfer staff ym Mhrifysgol Bangor wedi bod yn un o heriau mwyaf diweddar Mari. Mae hi'n gweithio mewn Saesneg neu Gymraeg a mwynhau gweithio ar sail 1: 1 gydag amrywiaeth eang o grwpiau staff. Ar hyn o bryd mae Mari yn datblygu ei sgiliau goruchwylwr fel ei bod yn gallu cefnogi'r rhwydwaith bychan o gymhellwyr mewnol o fewn Prifysgol Bangor.

Mae Mari yn raddedig o Brifysgol Nottingham Trent, mae ganddi radd mewn Astudiaethau Dynol ac Addysg. Mae hi hefyd yn hyfforddwr cymwys trwy'r Sefydliad Arweinyddiaeth a Rheolaeth (Lefel 7) Diploma mewn Cymhelliant a Mentora ac yn aelod or Corff Siartedig Personél a Datblygiad (CIPD).

## Mari Ellis Roberts

BA (Hons), CIPD Professional Qualification Standards

Coach, Bangor University

[pose04@bangor.ac.uk](mailto:pose04@bangor.ac.uk)



Mari works in staff development at Bangor University, where she works with staff ranging from heads of academic departments through to middle managers and those beginning on their journey as managers and supervisors. Mari also works as a consultant within both the higher education sector and local authorities, delivering coaching skills training to managers.

Mari's background is in staff development and human resources within both the higher education and local government sectors. Her experience enables her to draw upon a number of self-reflective tools and techniques which she often incorporates into her coaching practice. For instance, as a Myers Briggs Practitioner Mari often uses the psychometric test as a basis for helping others gain an insight into working styles and preferences and giving people the space through coaching to consider how this impacts on communication with others.

Mari's current role as a staff developer within a university context is very broad and she has experience of leading and managing numerous staff development initiatives ranging from implementing an organisational wide coaching framework, designing training programmes and supporting numerous organisational level initiatives. She also has experience of working with senior management as part of restructuring project boards to implement change management initiatives. Mari has extensive experience of co-ordinating the *Higher Education Women's Mentoring Scheme*, a scheme across all Welsh universities, and has been a mentor and scheme co-ordinator herself for the past 4 years.

Developing a coaching provision for staff at Bangor University has been one of Mari's most recent challenges. She works in English or Welsh and enjoys working on a 1:1 basis with a wide variety of staff groups. Mari is currently developing her coach supervisor skills so that she is able to support the small network of internal coaches within the institution.

Mari is a graduate from Nottingham Trent University, she has a degree in Human and Education Studies. She is also a qualified coach via the Institute of Leadership and Management (Level 7) Diploma in Executive Coaching and Leadership Mentoring and a member of the Chartered Institute of Personnel and Development (CIPD).