

UKGBC SYSTEMS CHANGE TEAM

EXTERNAL EXPERTS

[Ajit Nayak](#) | Associate Professor, University of Southampton

Dr Nayak is an Associate Professor of Strategy at the Southampton Business School, University of Southampton. His research focuses on how firms innovate and develop new capabilities, achieve digital transformation, and how leaders achieve sustainability transitions. Dr Nayak's research has received funding from the ESRC, AHRC and Innovate UK. He has published in leading academic journals including Academy of Management Review, Organization Studies and Business History. Dr Nayak is currently working on three sustainability projects: 1) Responsible leadership for sustainability transition with the UKGBC; 2) Clean marine and zero emissions ecosystem in the Solent region; and 3) Pioneering net zero living in Southampton city.



[Alex Pearson](#) | Director, The Yurt Academy

As a facilitator and management trainer, I help organisations develop more creative, collaborative ways to think and work.

When companies need fresh ways to solve real-world problems, I bring ideas to life. I design, create and facilitate learning, and train leaders to unlock their full potential.

With over 30 years in business, my global network is a rich diversity of talents, voices and perspectives. I bring in these experts and facilitate discussion to spark ideas and yield knowledge. The result is greater insight, informed thinking and improved decision-making.



[Fiona Bibby](#) | Associate at A Blueprint for Better Business

I am delighted to be working at A Blueprint for a Better Business to continue to bring my skills and experience to contribute to the important work of transforming business to be purpose-led. I'm passionate about human development, psychology and body awareness and how these factors, both individually and in relationships impact the possibility for system change. I was previously founder and partner of a consultancy inchigo who specialize in leadership development and more particularly in what we called the 'inner game' of leadership. My interest in business has always been about the role in creating a positive impact on society. One of the missions of Inchigo was to work with business interested in working on their purpose and their role in contributing to a more profitable, sustainable and meaningful world. I am no longer a partner of Inchigo, though I still work with them as a coach and facilitator.



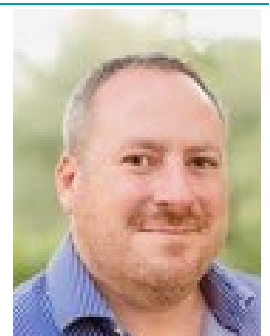
[Megan Seneque](#) | Associate Editor, Journal of Awareness-Based Systems Change

My work for the past 20 years has been in enabling the design and delivery of cross-disciplinary and cross-sectoral approaches to complex problems. My experience in the transition to post-apartheid South Africa of working with organisational learning principles and practices in the context of curriculum transformation in higher education, and of building a Leadership Centre, has deeply shaped my approach. Similarly, the experience of using transformative scenario planning in South Africa as a vehicle for whole systems transformation and as contributing to sustainable development has been influential on my practice. My research and practice in relation to what it means to intervene in complex systems to take them on a transformational path has been captured in my PhD in Systems Science.



[Russell Saunders](#) | Partner, inchigo

Trainer, Coach Facilitator, Consultant. Russell started his career in Sports then moved into the Performing Arts as an actor before jumping into business. His passion for the development of people and organisations has mostly been expressed by transferring his highly honed skills in communication, engagement and leadership development. Influenced by his background, he creates work that both inspires and informs. His expertise allows him to offer detailed and tailored responses to his customer's needs creating value by designing and delivering coaching, training and development solutions.

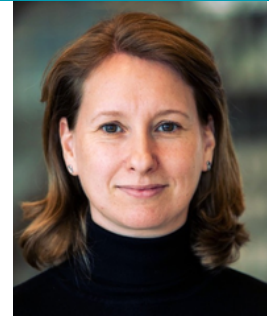


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MEMBER LEADERS

Cressida Curtis | Director, Brunswick Business & Society

As a director in Brunswick's Business & Society practice, I get to work alongside some of the world's most interesting companies, helping them to define and enact a more meaningful role in society. Depending on the business, that might be by defining a path to net zero, working out how to operate in tune with nature rather than detached from it or addressing inequality by adjusting the way they do business. Previously, I worked within corporates for 20 years, predominantly in real estate and industrials, most recently leading British Land PLC's sustainability, public affairs and corporate communication functions, reporting to the CFO.



James Adams | Senior Construction Project Manager, Igloo

James is a Construction Project Manager at Igloo Regeneration, leading the development of two residential schemes in Leeds and London. He is a respected chartered construction manager, with almost 20 years' experience in construction delivery and project management in commercial, heritage and charity sectors, projects include The Shard, BBC Broadcasting House, Park Crescent West and a regional role with the National Trust in Sussex. James has an enthusiastic approach to developing trusted relationships with project stakeholders and building collaborative project teams. He also has a strong focus on managing safety, programme, cost and delivering value during pre construction and de-risking the construction programme.



Mariya Tsvetkova | Investment Manager, NREP

Mariya Tsvetkova is an Investment Manager at NREP, her role includes private equity real estate, investment management, real estate development, strategy, sustainability, architecture and urban planning. Sustainability was also an integral part within her previous roles at FORE Partnership, the Hines Pan-European Core Fund and JLL's strategy consulting practice. She became a LEED Green Associate while pursuing her professional Bachelor of Architecture degree at Cornell University in the US.



Mark Richardson | Partner & Head of Sustainable Innovation, Troup, Bywaters & Anders

Mark, a partner and a chartered mechanical engineer, has worked for over 15 years in the building sustainability field. Mark has worked in many sectors of the industry, including zero carbon buildings and commercial real estate (base builds and occupier). Mark leads teams, driving sustainable engineering innovation into projects, ensuring they are low carbon, low energy, healthy and intelligent. Alongside delivering sustainable buildings, he works carefully to ensure the business cases for these solutions are robust and the client's ambitions are met.



Penny Gowler | Director, Elliot Wood

Penny is Director & Head of Sustainability at Elliott Wood, a structural engineer with over 15 years' experience. She is passionate about helping to shift the construction industry towards a more circular economy, particularly by creating second-hand markets to re-use existing structural existing materials within our building stock. Penny recently launched The Structural Carbon Tool with the Institution of Structural Engineers to provide an accessible carbon calculator for all engineers and is very active within industry groups including IStructE, LETI, UKGBC working groups and RICS. Sustainability runs through everything Elliott Wood does but Penny is now aiming to grow a sustainability team that widens the services Elliott Wood can provide to clients beyond structural engineering.

