

### **Arlene Nicholson**

Arlene is an experienced corporate marketer, trainer, coach and facilitator. Her experience drives her passion for creating training and development programmes to help people achieve their organisational and personal objectives.

Prior to her career in learning and development, Arlene successfully led a team of sales and marketing staff in a multi-national pharmaceutical company. After starting her own consultancy in 2003 she was invited to work on marketing projects for Merck Sharpe & Dohme, Novartis NZ and Novartis Australia.

From 2001, her interest in HR, specifically learning and development grew and she has designed, developed and implemented learning programmes for the ASB, Sovereign, Opus International Consultants Ltd, Counties Manukau Health, Waitamata DHB, and other training providers including Pro-Formance Driven and the EMA. Her experience of people performance spans a wide variety of diverse and complex industries.

Arlene is an experienced designer and facilitator of training programmes relating to interpersonal effectiveness, management, developing others, and general business skills. Her interest is human behaviour within a work context and she brings a wealth of knowledge to help people improve their understanding of themselves and others with the intent to achieve personal and organisational goals.

Her marketing experience enables her to take complex information and simplify it to focus clients and learners. She enjoys solving problems and starting from a blank canvas therefore development solutions are always client-centric and tailor made.

### **Debi Higson**

Debi is a Training & Coaching specialist with over 20 years' experience in management & adult education. Debi has worked in the health care industry for the past 6 years, initially as a Learning & Development Consultant moving on to manage the Ko Awatea Centre of innovation and education in partnership with the University of Auckland, Auckland Institute of Technology, Manukau Institute of Technology and Counties Manukau Health (CMH).

She brings professionalism, commitment, and a fresh perspective to her roles. Debi has contributed to the development, design and delivery of successful leadership, communication and orientation programmes for CMH, as well as providing bespoke learning, development and mentoring to staff across the organisation.

Debi has demonstrated a passion for people and their development with her friendly, outgoing and engaging nature. She has worked both in the UK and for the past 12 years in New Zealand, in large, complex organisations as well as small consultancies. She can make sense of complex situations and take a creative approach to problem solving.

Debi has qualifications in: adult education, coaching & mentoring, counselling; has a post graduate certificate in Management in public sector leadership and is a TMSDI Practitioner in Team Dynamics.