

## Mari Ellis Roberts

BA (Hons), CIPD Professional Qualification Standards

Human Resource Officer, 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 has experience of delivering coaching, supervision and coaching skills training outside the HE sector also.

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 co-ordinated a *Higher Education Women's Mentoring Scheme*, a scheme across all Welsh universities, for a number of years.

Developing an Academic Mentoring Scheme 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 also a qualified coach supervisor which enables her to support internal coaches within the University and she contributes to the Academi Wales and All Wales Coaching Networks.

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