

# ABOUT THE AUTHORS

## Patricia Cichocki

Patricia is an expert in organization design and change: consulting and coaching mainly international clients in commercial, government and non-profit sectors. She collaborates with organizations to build trust, control and integrated solutions across boundaries and supply chains. Her experience was honed with Barclays Bank plc as a senior line manager and consultant working on complex global strategy, design and change programmes in business and IT. Recent clients have included the UK Cabinet Office and Home Retail Group. She is adept at managing the practicalities of embedding organization designs and the importance of pragmatic design to meet strategic aims.

Patricia has an MSc with Distinction in Consulting and Change from HEC Paris and the University of Oxford and a BSc (Hons) in Geography from University College London. She is a member of the Organization Design Forum and was a founding Board Director and current member of the Change Leaders, the global community of practice dedicated to helping organizations positively address the human side of change.

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## Christine Irwin

Christine is one of the UK's leading practitioners in organization design and implementation. She has over 30 years' experience that includes working inside major corporates in financial services, manufacturing and retail; and as an external consultant to clients in manufacturing, business-to-business retail, financial services, central government and the charities sector. Over her career she has worked on mergers, new business unit start-ups, structuring corporate head offices, outsourcing and offshoring, cost-effectiveness programmes, crisis management of operational failures and building communities of practice. Most recently as a partner in Design to Change, she has been advising clients in the public and private sectors on their organization design programmes.

Christine holds a BSc (Hons) in Operational Research from the University of Leeds and an MBA with Distinction from Manchester Business School. She is a member of the Organization Design Forum where she served as an elected board member from 2001 to 2010; and she is a member of ODIN (the Organisation Development Innovation Network).

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