

### **Ann Start: Professional experience**



Ann is a Learning & Development consultant and Director of Start Development Services. They offer specialist management consulting, teaching and training and executive coaching to private, public and voluntary sector clients.

Ann's focus for the last 30+ years is on NGOs aiming to positively impact poverty, disaster and conflict affected communities. She is committed to social justice. Ann most adds value to small/medium NGOs, or teams within larger organisations, where her work is to identify learning needs, design and facilitate learning and capacity building programme content and assess the impact of learning initiatives. In addition she is experienced in supporting NGOs addressing issues of organisational change and individual and team performance management within an organisational development framework. Ann is a Fondation Carano4Children board member, on the leadership team of an international church and is a CHS Alliance approved trainer.

A British/Belgian dual citizen, Ann has lived outside the UK for 33 years, in Belgium, Saudi Arabia, Austria, Switzerland & France, working in Northern Europe, Middle East, Africa, Asia and Australia. Ann has an MSc in Voluntary Sector Management, City of London Business School, Centre for Charity Effectiveness.

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