Dr Gwenllian Hughes

ROLE-SHAPED BIO | CARE MANAGER MENTORING



Dr Gwenllian Hughes provides one-to-one mentoring focused on the character, confidence and decision-making required to lead well when the answer is not obvious and the consequences matter.

Her approach uses the same practical discipline that underpins her training, but applies it to the individual manager and the situations they actually face. Gwenllian helps mentees establish the facts, recognise their duties, test the available choices and reach decisions they can defend professionally - without taking responsibility away from them.

Mentoring focus and format

- Character: courage, consistency, professional candour, boundaries and resilience.
- Confidence: clarity of role, communication under scrutiny and visible leadership.
- Decision-making: evidence, risk, consequence, timely action and a recorded rationale.
- In-person, online, telephone, WhatsApp and email contact within agreed boundaries.
- Retainers for a specified period and/or monthly hours, with emergency consultation access agreed from the outset.

13 **CIW Priority Action Notices resolved**	**£3m+** **annualised revenue protected**	**30+** **homes assessed in due diligence**	**20+** **years in care leadership**

Professional standing

- Registered General Nurse with registered care-home management experience in Wales.
- Professional doctorate in health and social-care practice and postgraduate nursing administration qualification.
- Fellow of the Chartered Management Institute, member of the Institute of Leadership and Management and accredited trainer.
- Works professionally in Welsh and English across Wales and the UK.

> *Professional, reliable and highly focused ... a fantastic mentor for all staff at all levels. - Jo Robinson-Randall*

Available for appointments across Wales and the UK. Further assignment detail can be discussed in confidence.

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