

Leadership Forum from FMLM Scotland Speaker Bios

Gregor Smith

Deputy Chief Medical Officer
Scottish Government

Gregor is a GP and former medical director for primary care in NHS Lanarkshire. He began working for Scottish Government as a medical adviser in Primary Care in 2012 as part of the negotiating team for the Scottish GP contract, subsequently leading the development of a new quality framework for General Practice in Scotland. He was appointed Deputy Chief Medical Officer in 2015 and Interim Chief Medical Officer in April 2020. Alongside Realistic Medicine he leads on a broad range of professional activity, where he is a passionate advocate of person-centred approaches to care. This remit also includes working in partnership with a number of organisations outside healthcare, such as Scottish Natural Heritage and the Forestry Commission, to promote exercise in green spaces and raise awareness of the health benefits of spending time outdoors.

As a keen runner and cyclist, he believes getting outside in the great outdoors can help improve people's physical, mental and social health. He is a Scottish Quality and Safety Fellow and Salzburg Global Fellow and is an Honorary Clinical Associate Professor of the University of Glasgow.

John Sturrock QC

John Sturrock QC left legal practice at the Scottish Bar in 2001 to pursue a career in mediation. He is founder and senior mediator at Core Solutions and also acts as a mediator with Brick Court Chambers in London. As a pioneer of mediation throughout the UK, and identified as a 'Global Elite Thought Leader' with an international reputation, his work extends to the commercial, professional, sports, public sector, policy and political fields. He is a Distinguished Fellow of the international Academy of Mediators and has been a Visiting Professor at the University of Edinburgh.

John also specialises in facilitation, negotiation and conflict management training and coaching for public sector leaders, civil servants, politicians, and sports and business leaders. For many years, he has worked with various parliamentary bodies throughout the UK on effective scrutiny of policy. He is founder of Collaborative Scotland (www.collaborativescotland.org), which promotes non-partisan respectful dialogue about difficult issues.

In late 2018, he was appointed by the Cabinet Secretary for Health to conduct a review of allegations of bullying in NHS Highland. His report was published in May 2019. He was a member of the Stewarding Group for Scotland's first Citizens Assembly in 2019-2021. In 2020, John published a book, "A Mediator's Musings", and produced a well-received series of podcasts during the first period of lockdown. He has pioneered the use of online platforms for conducting mediation and training during the pandemic.

Cathy MacDonald

Cathy is a former police officer, having served with Tayside Police and Police Scotland for over 30 years. For much of her service she deployed as a hostage and crisis negotiator and was also responsible for training negotiators within the UK as well as her international colleagues.

Cathy speaks of her life as a negotiator as ‘an intense but entirely rewarding and fulfilling role’ and she enjoyed preparing and equipping her colleagues for the demands that the role would bring.

Today, Cathy transfers those skills to meet the needs of her clients and takes the same pride and joy in helping others develop their knowledge and use of ‘consciously excellent’ communication skills.

Elizabeth Kelly

Carnegie UK Trust Associate

Elizabeth Kelly has had national leadership roles in the NHS in Scotland, initially as the National Clinical Lead for the Scottish Government for Palliative and End of Life Care. She developed and led the implementation of “Living and Dying Well”, a national action plan for Palliative and End of life Care in Scotland based on equity of provision determined by need – not diagnosis.

She was a non-executive director of National Services Scotland Health Board and from 2013 to 2019 was Chair of the Board. She was Chair and Vice Chair of the NHS Chairs group and sat on a number of national groups. She was also the National Clinical Lead for “Better Together”, Scotland’s Patient Experience Programme.

Over the past two years, Elizabeth has been involved in the Carnegie UK Trust’s work on kindness, initially taking part in a roundtable discussion on kindness in public policy, and then as a member of the Kindness Innovation Network.

Elizabeth retired from clinical practice as a GP in 2020.

Shumela Ahmed

As Co-Founder and Managing Director of a growing social enterprise, Resilience Learning Partnership, Shumela Ahmed is a teacher and educator by trade and an activist at heart. As a real-life example of the transformation education can bring to someone's life, she has dedicated her academic and professional career to helping others realise this too. As an adult returner to education and as someone who left school at aged fourteen, she knows first-hand the power that education holds in providing the tools for those from disadvantaged backgrounds to succeed in life. As the leader of a lived experienced led organisation its Shumela’s ambition to see lived experience as the dominating force within public policy design across the UK.

She feels passionately that the key to achieving this ambition lies within the learning and development of staff and adopting a new approach that has lived experience expertise at the heart of it. She is also a passionate advocate of the remuneration of those with lived experience involved in public policy design and the recognition that this expertise brings a dynamic to learning and development work not currently utilised in the sector.

As a co-author of the National Trauma Training Plan, Shumela continues to target Resilience Learning Partnership’s core activities towards enhancing the learning and development of staff across local authority, 3rd and private sector organisations. As well as being a co-author of the National Trauma Training Plan Shumela advises Scottish Government in the continued development

*of the National Trauma Training Programme and the implementation of Trauma Informed Practice
across Scotland.*