

Mark Green, BA (Hons) MA, CIPD

Strategic Advisor | Leadership & Team Effectiveness Specialist | Coach



I partner with Chairs, Chief Executives, Boards and senior leadership teams across health and care to help them work better together, strengthen leadership and improve effectiveness. My work is often at the point where leadership, culture and organisational challenge meet, supporting people to find the right fit for their organisation, their context and the impact they want to have.

With more than 20 years' experience in leadership, culture and organisational development, including five years as a Director in Deloitte's UK Board Advisory practice, I bring deep expertise in board, executive and system-level development. I have worked with NHS organisations, integrated care systems, clinicians and senior leaders on board and executive team development, organisational design and wider system challenges, helping build greater alignment, cohesion and confidence.

I founded ÖKA People to help create healthier, more effective organisations. My approach is grounded, thoughtful and practical, combining honest reflection, constructive challenge and clear conversation. I create the conditions for CEOs, Chairs and senior teams to feel safe enough to think clearly, speak openly and move forward together. The focus is always on helping leaders and teams build stronger relationships, work through complexity and make a positive difference where it matters most.

I am a Chartered Member of the Institute of Personnel and Development, an experienced Executive Coach, and committed to ongoing professional development and supervision to ensure the quality and currency of my practice. My work is grounded in three principles: connecting, co-creating, and believing. With a strategic mindset and a record of shifting entrenched behaviours, I build lasting, trusted relationships that enable constructive challenge and inspire people to stretch their thinking and unlock new possibilities.



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OKA People & Development

Tel - 07823 559 406

Email: Mark@OKAPeople.com

Web: www.OKAPeople.com

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At ÖKA People we specialise in the development of people, organisations and systems. Offering extensive experience that includes expert facilitation, strategic leadership advice, dynamic consultancy, change management, individual and team coaching, performance and leadership development. I collaborate and consult with health and care organisations and systems to deliver sustainable change and growth for boards, executives and senior leaders. A snapshot of key projects is detailed below:

OD and leadership development for NHS Integrated Care Systems across the North West and beyond. Key achievements:

- Designed and delivering a 12-month leadership programme for ICB Exec, System leader and OD Transitions support in advance of a merger
- Lead a programme of ICB Executive and System Leader development programme
- Lead the organisational design, including the development of portfolios and structures at ICS Executive level and with Place-Based leaders;
- Lead a project to develop robust financial costings of future structures to ensure the CCG operated within its statutory running cost allocation.

Health Innovation Manchester. Key achievements:

- Defined an approach and methodology to co-design a 5-year People and OD plan / strategy;
- Worked with senior executives, external stakeholders and the internal team to explore the strategic direction, define the 'ask' and begin to co-define the future narrative;
- Designed a series of immersive workshops and events to co-design the Plan with a range of stakeholders.

Strategic Change – Greater Manchester Health & Social Care Partnership: Key achievements:

- Mark jointly led a 12-month project, working directly to the Chief Officer, to define the future commissioning framework for health, social care, and wider public service reform. He has subsequently led several implementation projects at Wigan, Trafford and Stockport that sought to create a single place-based commissioners for health and social care.

Collaboration & Development – Health Education England & West Midlands Leadership Academy: Key achievements:

- Co-created, designed and delivered a leadership and board diagnostic tool and maturity framework that assessed the readiness of leaders to work in partnership and collaborate at Place. Projects included working with three emerging ICP's in Derbyshire and the Place Boards in Bedford, Bedfordshire and Luton.

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ÖKA PEOPLE

Work With Us.

Address:

14 Rossall Road, Lytham St Annes

Telephone:

07823 559 406

Email:

Mark@okapeople.com

Website:

www.okapeople.com