

Vyla L. Rollins BA, MPhil, PCert, AFBPsyS, FRSM Career Profile

Vyla Lejeune Rollins is an award-winning Organisational Psychologist who has worked as a global strategic Organisational Effectiveness consultant and facilitator for over 30 years. An American by birth, but based in the UK for her entire career, Vyla's area of expertise is in working with organisations to systemically diagnose organisational performance and implement organizational development interventions at individual, group, board and enterprise levels.

Vyla started her career as an HR generalist, but in terms of her more traditional Organisational Development work, has in-depth experience in the design and delivery of executive coaching and team/group effectiveness initiatives, applied leadership development interventions, and strategy facilitation at board, C-Suite, mid-management levels, as well as for emerging leader populations. She also has experience in providing specialist inputs in areas such as diagnostic interviewing, behavioural impact measurement, instructional design, action learning interventions, competency development, psychometric assessment, business process re-engineering, employee attitude research, and change leadership initiatives.

Vyla has built up her experience working as a consultant, coach, learning facilitator, and London Business School Affiliate Faculty member, with a range of UK, European, North American, EMEA, and Global organisations such as Methanex, Rio Tinto, Bank of America, Johnson Matthey, Novartis, The Sovereign Wealth Fund Academy, KPMG, Air Liquide, Scholastic Inc, Glaxo/Wellcome, UBS Warburg, Standard Chartered Bank (Singapore, Hong Kong, and Bombay), bpTT (British Petroleum Trinidad & Tobago) and Shell. In the UK she has worked with organisations such as Boots, Kingfisher plc, HMRC, British Airports Authority – Heathrow Airport Limited, The Tate Museums Consortium, BP, British Telecom, The British Broadcasting Corporation, Barclays Bank, Lloyds TSB, Merrill Lynch, Jones Lang LaSalle, Prudential, Shell Exploration and Production (Scotland), the National Health Service, Royal Mail, Clore Leadership Foundation, and Whitbread plc. She has specific experience working with Managing Directors, Chief Executive Officers, and Presidents within mid-size, regional and global organizations, and over the years has had the privilege to have been commissioned to coach a number of executives who hold, or have recently been awarded, Queen's honours.

She has also gained her early experience working for a number of consulting firms in the US and UK, including Mercer Delta, KPMG, Kinsley Lord, Towers Perrin, and Corven Consulting Ltd, recently purchased by Oliver Wyman. In the mid-1990's, she was one of three individuals commended for consultancy work undertaken with the Board of the Institute of Management Consultants, working with them to develop their strategy, vision and subsequent organisational change programme. She is also a past recipient of the the Currie and Brown/Association of Project Managers prize in London for an article entitled "Project Management: A Perspective on a Behavioural Based Approach", which was designated as a topic of general interest in the field of Project Management.

She is also a member of the Novartis Culture Leadership Board, comprised of 10 world-recognised practitioners and academics from Institutions such as Harvard University, IMD, and INSEAD.

Vyla is part of the exclusive Executive Coaching and Strategy Tutor community that supports London Business School's open enrollment Executive Education Programmes and degree programmes (MiM, MBA, Global EMBA, Sloan) as well as being a Programme Director, and Learning Facilitator for bespoke educational programmes commissioned by organisations from London Business School's Executive Education Group. In the past she has also been invited to act as an Interim Programme Director for two of Executive Education's legacy open enrollment programmes, Essentials of Leadership and Leading Change. She was the first individual to work with London Business School in these multiple capacities and is also a sought after guest speaker on several LBS degree programme offerings. This work, along with her LBS Executive Education interventions, has created the

opportunity for work with award-winning faculty scholars such as Aneeta Rattan, Randall S. Peterson, Hermina Ibarra, Ioannis Ioannou and Dan Cable, Jessica Spungin, and Kathleen O'Connor. She has also been awarded Affiliate Faculty status at London Business School.

Vyla is currently Executive Director of the London Business School Leadership Institute, whose vision is to have a profound impact on the world through the generation and curation of unique research, thought leadership, and outreach that raises the standard of best practice in global leadership: www.london.edu/faculty-and-research/leadership-institute.

She is also a host of the LBS Leadership Playbook, a podcast series exploring the latest thinking and key issues for leaders and those aspiring to lead <https://www.london.edu/think/leadership-playbook-podcasts>. Given her role in the Institute and the research she has been involved in, she is a Guest Speaker on the School's Introduction to Corporate Governance and Board Effectiveness Course led by Professor Randall S. Peterson, Academic Director of the Leadership Institute and Professor of Organisational Behaviour at London Business School.

Outside of London Business School, Vyla has also had the privilege of working with Harvard professor Ronald Heifetz on collaborating on a ground breaking leadership initiative for a UK telecommunications firm. She was also invited to act as a facilitator on Heifetz's Harvard Kennedy School's 2006 "Art and Practice of Leadership Development" programme. She has also had the opportunity to attend Otto Scharmer original Theory U Presencing Foundation Programme, led by Scharmer and his Presencing Institute team. In 2022 she was commissioned by Clore Leadership Foundation in London to run the sector's first change leadership programme for those in senior arts and/or cultural sector called, "Leading Systemic Change": <https://www.cloreleadership.org/programmes/targeted-programmes/leading-systemic-change-scale-complexity>. Vyla has also served as a Mentor for the Tate Cultural Leadership Programme

In terms of her professional affiliations, Vyla is a Fellow of Royal Society of Medicine, an Associate Fellow of the British Psychological Society, and a Member of the Association of Business Psychologists. Vyla is also a former Strategic Partner of Tavistock Consulting, the organisational consulting arm of the Tavistock Clinic. She is currently on the Board of Trustees for the Clore Social Leadership Foundation and the National Youth Orchestra of Great Britain. She is also on the 2023 judging panel for the Chartered Governance Institute of UK and Ireland Awards, which recognise and celebrate excellence in governance and annual reporting, rewarding the work and achievements of companies, teams and individuals from across the governance profession.

Vyla is also the founder of Rubato Global Consulting Limited, a strategic organisational development network established in 2007. Rubato seeks to accelerate the development of the skills, behaviours, mindsets and leadership capabilities of the people required to deliver organisational goals in a way that has business impact: <http://www.vylarollins.com/rubato-global/>

Vyla received her BA in Industrial/ Organisational Psychology from Occidental College in the US and her M.Phil. in Organisational Behaviour from Bath University in England. She also holds a Certificate in Counselling and Psychotherapy from CCPE, a Certificate in Board Dynamics from the Tavistock Institute of Group Relations, a Diploma in Coaching Supervision (Level 7) from the Institute of Leadership and Management, and Professional Certificates in Research Management and Teaching for Researchers from the Cambridge Centre for Innovation and Development. Vyla has also completed The Governance Institute of UK and Ireland's (ICSA) Non-Executive Directors Programme and the London Business School's Sustainability Leadership and Corporate Responsibility Programme.

She is Level A & B certified, in the area of administration and use of psychometric questionnaires, ability testing, and behavioural based profiling.