

Dr David Naylor DProf, MA, PGDip

Professional Profile

David is a director of a consultancy practice researching and developing practical interventions to mitigate the effects of bullying and incivility in teams and services. He has lead projects at a senior level in the NHS and Civil Service. This work builds on his doctoral research into the necessity and difficulty of being 'constructively awkward' in organisations; a two-year secondment to the NHS Sign up to Safety Campaign; and a long career in leadership and organisational development at The King's Fund, where he remains a visiting senior consultant.

Career to date

Senior Consultant, The King's Fund 2014 – 2020

Designed and directed a senior leadership programme for Cambridge University Hospital. Co-directed the Top Manager programme; led the GSK Awards leadership programme and consulted to senior teams/boards leading change. Developed practical support for boards and senior teams working to reduce the impact of bullying and incivility in the NHS and Civil Service. Seconded to the DHSC Sign up to Safety Campaign and helped develop practical interventions to support local initiatives to improve safety.

Co-Director of a consultancy practice and Associate of Tavistock Consulting 2009 – 2014

Clients included CCGs, The Health Foundation, The Kings Fund, Probation Service and the Professional Association of Childcare and Early Years.

Senior Fellow Leadership Development, The King's Fund 2001 – 2009

Co-director of a range of senior executive development programmes. For example, the Top Manager Programme (TMP); aspiring chief executive programme for a Strategic Health Authority; and a senior manager's programme for a London NHS foundation trust. Co-director of The King's Fund/Burdett Nursing Trust programme to help NHS boards to develop coherent and informative quality strategies.

Chief Executive and Company Secretary, WFSHC Ltd 1993 – 2001

Lead this third sector organisation which provided residential and nursing home care to 200+ clients suffering from enduring mental illness and with learning disabilities that employed 300 staff.

Care Advisor (mental health), Leonard Cheshire Foundation 1986 – 1990

Established this new post to improve the quality of services and support local management committees.

Other roles

Senior residential social worker (1983 – 1986), Lewisham Social Services; ward manager (1981 to 1983) and staff nurse (1980 to 1981), Maudsley Hospital, London.

Professional Development

2004-2009	Middlesex University, Professional Doctorate
1998-2001	University of East London, work-based MA
1988-1989	Tavistock Clinic, Advanced Course in Consulting
1987-1988	University of London, Diploma in Adult Counselling
1982-1984	University of Surrey, Diploma in Group and Individual Facilitation
1976-1980	Bethlem Royal and Maudsley Hospitals, RMN

Other

2019 - Member of the NIHR Study Steering Committee – Understanding key mechanisms of successfully leading integrated team-based services in health and social care: A realist synthesis.

Past lecturer and supervisor on the Tavistock and Portman NHS professional doctoral programme (D10D).

Publications

Naylor, D., S. Woodward, S. Garrett and P. Boxer (2016). *"What do we need to do to keep people safer?" Journal of Social Work Practice*. Vol 30, (3).

Machell, S., Gough, P., Naylor, D., Nath, V., Steward, K. and William, S. (2010) *Putting quality first in the boardroom: improving the business of caring*. London, Kings Fund.

Machell, S., Naylor, D. & William, S. (2010) *Dilemmas in bringing the ward to the board*. Birmingham, NHS West Midlands.

Weller, G., Garelick, H., Naylor, D. and Sherry, R. (2010) Organisational involvement in supporting the learned professional. *Work-Based Learning e-Journal*, Vol. 1, No. 1 [Online] Available at http://eprints.mdx.ac.uk/7586/1/1011_rtb.pdf

Naylor, D. (2008) *An investigation into how the public sector and community-based practitioners authorise constructively awkward interventions*. DProf thesis. Middlesex University [Online]. Available at: <http://eprints.mdx.ac.uk/6894/>