

# Laura Cecilia Porro

lauracecilia.porro@gmail.com

A Ph.D. qualified bridge professional with strong teaching and coaching experience.

## CORE SKILLS AND ATTRIBUTES

### Training Course Development and Delivery / Learning and Development

- Active self-employed Bridge Tutor, including production and publication of materials and guides.
- Supported L&D activity in a Hospital Trust - including TNA, design and delivery.
- Produced original ideas, to a high degree of complexity, to bring new thinking to development activity.

### Client and Stakeholder Management experiences

- Bridge Tournament Director in national competitions.
- Networking and people management skills.
- Proven ability to manage challenging budgets and competing priorities.

### Proven Research and Analytical ability

- Attained Doctorate in Philosophy (PhD) in 2013 - employing the most complex of research methods.
- Produced complex quantitative and qualitative analyses, presenting complex information up to Board level and to clients.

## BRIDGE QUALIFICATIONS

- English Bridge Union Tournament Director, County level (with distinction) September 2014
- English Bridge Union Tournament Director (with distinction) February 2014
- Attended the Cruise Ship Bridge Presenters course 2011
- President of St. Andrews Bridge Club 2011-2012
- Professional member of the EBUTA August 2011
- Vice-president of St. Andrews Bridge Club 2010-2011
- Scottish Bridge Union Club Tournament Director March 2010
- EBUTA qualified bridge teacher December 2009
- Full Member of the EBUTA (English Bridge Union Teachers' Association) October 2009

## BRIDGE ACHIEVEMENTS

- Winner of the Italian National Mixed Championships (B Series) June 2016
- First in Oxford Congress, Swiss Teams June 2014
- Second in Ware (London) Swiss pairs September 2013
- Selected to represent the Scottish Women's team at Lady Milne competition (Home International Series), where team is second overall April 2013
- Winner of SBU West District knock-out teams competition August 2012
- Third in the Mixed Teams at National SBU competition (Glasgow, Scotland) February 2012
- Winner of the Open Teams competition at the National SBU Congress (Peebles, Scotland) October 2011
- Winner of the Inchbrayock teams competition (Montrose, Scotland) September 2010
- Winner of SBU National Junior Pairs March 2010
- Second Prize (pairs) at East District Congress (Montrose, Scotland) 2009 August
- Second Prize in Italian National Bridge Student Championships (ladies' teams) May 2009
- First prize in Italian National Bridge Student Championships as first-year female student July 2008
- Fourth prize in Italian National Bridge Student Championships (open teams) May 2008

## EMPLOYMENT HISTORY

*Bridge professional* 2009-Present

- Private teacher and coach. This includes running teaching weekends around the country.
- Professional player.
- Teacher and tournament director at Wimbledon Bridge Club (London).
- Teacher at Acol Bridge Club (London).
- Teacher at the University of St Andrews (Scotland).
- Tournament director at St. Andrews and Dundee Bridge Clubs (Scotland).
- Bridge author (the 'Acol Flipper' series).

*Analyst: PPL* May 2016-Present

- Supporting the implementation of new models of care in a range of health and social care organisations.
- Reviewing policy, strategic documentation and best practice on a variety of issues such as clinical best practice, change management and new models of care.
- Managing a complex landscape of internal and external stakeholders.
- Building relationships with new potential clients.

*Researcher: Cordis Bright* Jun 2015-April 2016

- Reviewed literature, policy, strategic documentation and best practice on a variety of issues such as criminal justice, anti-slavery and delayed hospital discharge.
- Quantitative analysis of various sources such as feedback forms, survey data, demographic and workforce data. This included the elaboration of trends and projections, in a variety of scenarios.
- Qualitative analysis of information obtained through surveys, focus groups and interviews.

**NHS HR Graduate Programme** Sep 2013-Jun 2015

*L&D Business Partner: South London and Maudsley NHS Foundation Trust* Nov 2014-Jun 2014

- Researched the business case for a Talent Management strategy; drafted a Board paper in May '15 which highlighted RoI, barriers and enablers, and overall approach.
- Built a Training Needs Analysis Management Questionnaire; wrote bid submissions for awards; assessed and recommended external suppliers to provide 360 feedback and undertook essential but laborious task of data cleansing (via extensive Excel spreadsheet work).

*Research Analyst: Deloitte UK* Sept 2014-Oct 2014 (8 week project)

Deloitte UK Centre for Health Solutions is the life sciences and health care research arm of Deloitte UK.

- Selected to draft a key report for the Centre on Technology-Enhanced Care Services, producing a 14,000 word report: currently approved and published in 2015.

*HR Advisor: Whittington Health NHS Trust* Sept 2013-Aug 2014

- Assigned to support A&E and Community centre managers on matters of employee relations issues including sickness, return to work interviews, grievance, disciplinaries, performance management.
- OD lead; helped this specialist team develop a set of coaching conversation courses for use in management training.

## PROFESSIONAL QUALIFICATIONS AND TRAINING

<i>Ph.D.</i> , Philosophy, University of St Andrews	2009 - 2013
<i>PgDip</i> , HR Management, Leeds Beckett University	2013 - 2015
<i>PgCert</i> , Healthcare Leadership, Open University	2013 - 2014
<i>M.Litt.</i> , Philosophy, University of St Andrews	Sep 2008 - Aug 2009
<i>Bachelor</i> , Philosophy, Università Statale di Milano (Milan, Italy)	Sep 2005 - Jun 2008
<i>Bachelor and Master</i> , Flute, Conservatorio Giuseppe Verdi (Milan, Italy)	Sep 2004 - Jul 2008

## I.T. SKILLS

Expert on Bridge software Bridgemates, Scorebridge, Jeff Smith, DealmasterPro, Bridge Base Online, Bridge Composer and duplimating machines, including HandyDup.

Expert on GNU/Linux, MS Windows and Office pack (MS and Libre).

Expert on L<sup>A</sup>T<sub>E</sub>X.

## COMMUNITY AND PERSONAL INTERESTS

### *Bridge*

- Tournament player and Regional Premiere Master, having represented the Scottish Bridge team at an International bridge tournament. Tutor, coach and tournament director. Bridge journalist and translator.

### *Charity fundraising*

- Run for charity and take part in numerous charity bridge initiatives (e.g. recently leading an event raising £50k for the Royal Hospital for Neuro-disability)

### *Music*

- Accomplished flautist and Flute Professor at the Arts Academy in London. Have taught flute in various schools and academies - as well as performing to large audiences.

### *Languages*

- Native Italian, fully fluent in English (living in UK since 2008). Have also taught Italian, Latin and Greek privately - and have basic grasp of Polish and Arabic.