

Beacon Organisational Development wins 2024 Lifetime Achievement



Continuing our longstanding commitment to recognise the achievements of individuals and organisations that have been excelling in their particular field we are delighted to announce that Dame Neslyn Watson-Druée DBE, the founder of the award winning Beacon Organisational Development is the latest recipient of one of our Lifetime Achievement Awards for 2024. The award will come as no surprise to anybody that is familiar with Dame Neslyn's work or her monumental list of achievements. With our awards we think it's important to individuals that are bringing something new and innovative to their field. They don't necessarily have to be the biggest but they have to be someone that is trying to offer something different to what is already out there and above all they must offer a great product or service. We feel that Dame Neslyn ticks all the boxes and is a worthy winner of our award.

Sustained excellence is something that is difficult to obtain in any field so when it's achieved it is worth celebrating. Dame Neslyn is someone who has consistently achieved excellence in everything that she has done during a long and distinguished career that has spanned several decades. She has been an incredible role model and an inspirational leader that has made such a tangible difference to the lives of those that she's worked with so in this edition of the magazine we will celebrate those achievements and give you an insight into the Dame Neslyn Watson-Druée DBE story.

That story began in Jamaica where she was born and grew up before moving to the UK at the age of 19 with 5 O Levels. She initially trained and worked as a nurse which was the start of a lifelong association with the NHS which is still going strong today. Despite facing considerable prejudice and discrimination as a young black woman she refused to be held back and became the first Caribbean woman to be appointed to the UK Central Council for Nursing Midwifery and Health Visiting now known as the Nursing and Midwifery Council. During her long career with the NHS she has been a nurse, midwife, health visitor, health promotion officer, deputy director of nurse education and non executive director at NHS Kingston for 21 consecutive years including 10 years as the chair.



In 1989 she first founded Beacon Organisational Development which provides executive coaching. The story behind the launch of Beacon is certainly interesting and says a great deal about the kind of person that Dame Neslyn is and why she's achieved so much. Prior to starting Beacon Dame Neslyn was told by her then manager that she felt threatened by her because she was, "A black woman, and intelligent." It was this incident that provided Dame Neslyn with the spark to launch Beacon and to go on to achieve her aim of providing leadership development and coaching that would transform leaders. Describing in her own words the unique approach that has given her so much success she says, "I focused and leveraged my strengths, applied solutions to the gaps that I saw in leadership and service development. I thought about my former boss who told me she was going to block me. I wondered if she would have related to me differently had she had leadership training."



Given her link to the NHS it will come as no surprise to learn that over the years Beacon have worked extensively with the NHS along with the Cabinet Office and various other organisations across all sectors. Beacon's mission is to transform leaders and their organisations in order to unleash their creativity, vision and intelligence.

They do this through targeted leadership development, enhanced communication, coaching and strategic thinking. They have a proven track record over many years never cutting corners or compromising on the quality of the service that they provide in their determination to deliver the best possible results for their clients.

What she has achieved is a reminder that anything can be achieved with the right mindset, knowledge and a determination to make a difference. Dame Neslyn embodies the spirit and actions of a modern female business leader. The fact that she has been able to work so effectively with such a diverse range of clients across different industries is something that is very rare and says a great deal about her unique skill set. She's showing no signs of slowing down anytime soon and despite her achievements it's clear that there are many chapters yet to be written in the Dame Neslyn story.

The success that they've enjoyed is down to the drive and determination of their leader Dame Neslyn. Over the years she's won countless awards for her work including being honoured three times by Queen Elizabeth II, and last year being recognised with Damehood in His Majesty King Charles' Birthday Honours.



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