

CAPABILITIES OVERVIEW

Strengths-Led Leadership Development, Outplacement and Employability Consulting

Belfast · UK-Wide · pauladonnanadvisory.com

<44%

of managers globally have ever received
formal development support

Gallup, 2026

The Cost of the Gap

At senior level the cost is equally real. It shows up in slower decisions, inconsistent leadership, and workforce transitions that damage trust and employer brand.

Organisations that invest in strengths-led development see measurable improvements in manager performance, team engagement, and leadership consistency under pressure.

The work we do addresses the cause, not the symptoms. Diagnostic, evidence-based, and built around how your people actually operate.

Faster decisions

Stronger retention

Protected employer brand



Paula Donnan Advisory

A specialist consultancy working with organisations in the public sector, third sector, professional services, and SMEs across Northern Ireland and the wider UK.

Founded by Paula Donnan, fifteen years in employability, career development and public sector education, now bringing that expertise to organisations through strengths-led leadership development and outplacement.

CREDENTIALS

- ILM Level 5 Qualified Coach & Mentor
- ILM Level 3 Award in Leadership and Management
- Certified Strengthscope Practitioner
- StrengthscopeLeader™ Certified
- Strengthscope - British Psychological Society validated
- Member, Association for Coaching
- Associate Coach, Executive Connexions
- Delivery Partner, Neurodiversity Spark
- Delivery Partner, GEMS NI

Three areas of organisational support, each beginning with a validated diagnostic.



Leadership Development

Strengthscope 360 feedback, team cohort workshops, and tailored senior leadership programmes. Leaders make sharper decisions, communicate with consistency, and perform under pressure.



Outplacement Support

Structured redundancy support for leavers and managers, from half-day workshops to full 1:1 consulting, so your organisation handles change with care and protects its employer brand.



Employability Consulting

Career strategy, job search support, CV and LinkedIn consulting, and interview preparation, helping individuals and organisations navigate transitions and move forward with confidence and clarity.

BPS-Validated Diagnostic

Every engagement starts with evidence. The Strengthscope suite, validated by the British Psychological Society, not assumptions.

Senior Practitioner Attention

We work with a small number of organisations at any one time. The attention is senior, sustained, and focused on your context.

Practical, Behavioural Focus

Built around how your people actually work, not how they perform in a training room. Change that sticks.



"Paula has provided training to programme participants on GEMS NI services for the last two years. We have found her to be a fantastic trainer who is dedicated, knowledgeable and supportive to our participants, always willing to provide additional help and support as required. I would have no hesitation endorsing Paula to other organisations or individuals."

Stephen Atkinson

Director of Operations, GEMS NI Ltd

Let's Talk

If this reflects a challenge your organisation is working through,
the next step is a straightforward conversation.

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