

Penny Brown
Head of Leadership & Development, Severn Trent

With 19 years' experience in learning and organisational development, Penny has a track record of delivering change through developing consistent people development strategies that are clearly aligned to business goals.

Her early career included roles in the voluntary and public sector before she moved into financial services and retail. Penny led the operational Learning and Development team at Halfords Group Plc, before progressing to Organisational Development Manager, leading changes to performance and talent management, leadership and graduate development as well as providing learning and development expertise to major SAP and store system change programmes.

Penny was recruited into Severn Trent in 2007 as Leadership Development Manager and was subsequently promoted to Head of Leadership and Development. In the last three years she has systematically launched a new performance management process and behaviour model, facilitated talent review and succession planning processes in the UK and the wider group, redesigned the management development framework and launched a structured leadership development pipeline from junior to senior levels.

Beyond work, Penny is passionate about creative activities, particularly writing and cooking, enjoys attempting to keep fit and is an optimistic supporter of the Welsh rugby team!