



JENI MOWER

HEAD OF TRANSFORMATION

Enterprise Transformation Executive

Psychology-Led Leadership

Operational Excellence

Executive Philosophy

Transformation is rarely a process problem. More often, it is a leadership problem.

Throughout my career I have worked with organisations navigating complexity, uncertainty and change. Whether establishing PMOs, leading transformation portfolios or coaching senior leaders, my focus has always been the same: create environments where people perform, leaders make better decisions and organisations become capable of sustaining change long after programmes have finished.

I combine disciplined governance with psychology-led leadership because lasting transformation requires both. Strong processes create consistency, but it is trust, accountability, transparent communication and leadership behaviour that determine whether change succeeds.

I believe governance should enable delivery, not constrain it. People should feel confident to speak openly, challenge constructively and contribute to better decisions.

My role has never been to deliver projects. It has been to build organisations that become better at delivering themselves.

Executive Impact

- Established the first PMO within the NHS Data Services business unit, improving executive portfolio visibility by approximately 80%.
- Led portfolios containing 50+ concurrent initiatives across regulated environments.
- Directed an award-winning multi-million-pound data centre transformation involving 26 workstreams, 100+ specialists and 260 production changes.
- Improved Agile delivery velocity by around 30% across digital banking programmes.
- Built governance, reporting and leadership capability that strengthened organisational decision-making.

What I bring to an Organisation

Create clarity where delivery has become fragmented.

Build trust between executive leadership, operational teams and delivery functions.

Establish governance that enables delivery rather than slowing it down.

Create aligned, high-performing teams where trust, transparent communication and shared purpose enable collaboration to become a natural outcome rather than an expectation

Coach leaders to build stronger, accountable teams.

Translate strategy into practical execution.

Improve customer and colleague experience through operational excellence.

Create sustainable transformation capability rather than temporary programme success.

How I Lead

Trust: People perform at their best when they feel safe to contribute and know their voice will be heard.

Transparency: Open, honest communication creates stronger relationships and better decisions.

Alignment: Shared purpose enables teams to work towards common outcomes rather than individual priorities.

Accountability: Ownership, support and clarity create sustainable performance.

Selected Transformation Leadership

Head of PMO & Transformation
NHS NEL Integrated Care Board

The Challenge:

The Data Services business unit required stronger governance and portfolio visibility.

How I Led:

Established the first PMO within the business unit, introduced practical governance, reporting and leadership collaboration.

Business Impact:

- Increased executive visibility by 80%
- Governance supporting 50+ initiatives
- Stronger collaboration and decision-making

Product Owner / Specialist - Digital Transformation

Nedbank

The Challenge:

Improve customer experience and delivery across digital banking.

How I Led:

Aligned business and technology teams through transparent communication and prioritisation.

Business Impact:

- Improved Agile velocity by 30%
- Enhanced customer experience

Selected Transformation Leadership ...continued

Programme & Transformation Manager Nedbank Technology

The Challenge:

Deliver a business-critical data centre relocation without disruption.

How I Led:

Led 26 workstreams, 100+ specialists and transparent governance.

Business Impact:

- On time and budget
- Zero disruption
- CIO Award

IT Project Manager / Lean PMO

Universal Healthcare

The Challenge:

Introduce practical governance without bureaucracy.

How I Led:

Designed a lean PMO aligned to delivery.

Business Impact:

- Improved reporting
- Lean governance

CAREER JOURNEY

Role	Organnisation	Dates
Head of PMO & Transformation	NHS NEL ICB	2022-Present
Product Owner / Specialist	Nedbank	2021
Senior Project Manager	Investec	2020-2021
Programme &Transformation Manager	Nedbank Technology	2018-2019
Senior Project Manager	Nedbank	2015-2018
Digital Project Manager	ABSA	2015
Independent Consultant	Self Employed	2014-2015
IT Project Manager	Universal Healthcare	2013-2014
Business Project Manager	Nedbank	2001-2013

Industry Experience

Banking & Financial Services • Healthcare • Technology • Infrastructure • Digital Transformation • Trading • Insurance

Professional Qualifications

B.Psych (Counselling)

PMP

AgilePM

PRINCE2

PMI Member

What I Hope to Leave Behind

I hope to leave behind organisations where trust is earned through action, communication is transparent, accountability is shared and collaboration becomes part of the culture. If the leaders I have worked with become stronger, the teams continue to perform together and the organisation is better prepared for its future than when I arrived, I consider my work worthwhile.



THANK YOU

WRAPPING UP AND
PARTING THOUGHTS

hello@reallygreatsite.com