



Kirsty Bashforth

Kirsty Bashforth is founder and CEO of QuayFive Ltd, and a non-executive director of Kier Group, Serco Group and GEMS Education.

She has an economics degree from Cambridge University and spent 24 years at BP plc in commercial leadership, operations and organisational dynamics, working in the UK, US, Denmark and Belgium. Her book – *Culture Shift* – on managing organisational culture will be published by Bloomsbury in July this year.

At QuayFive, she advises and equips senior teams to improve performance and deliver strategy through focusing on their culture. She is an organisational dynamics troubleshooter using behavioural economics as the core philosophy in change management.

Kirsty has strong global commercial experience running international operations, leadership in driving shifts in organisational culture and behaviour to improve business performance and a deep understanding of safety and risk in complex organisations and cyclical business environments.

She led BP's global organisational effectiveness function for five years working to surface the issues that get in the way of, or can unlock, better organisational performance.

This remit incorporated leading the focused approach to the company's values and expected behaviours, its diversity and inclusion agenda and developing the company's organisational change, design and development strategy and capability in the aftermath of the Deepwater Horizon accident.

She is married with two children and her interests include Manchester United FC and Ireland Rugby Union, Viking and Medieval British history, the Isle of Man and chocolate.