



## About Desley McBurnie

Desley is a highly experienced HR and leadership development consultant with over 20 years of global experience across MENA, Asia Pacific, Europe, the UK, and the US. She has worked across sectors including professional services, technology, financial services, mining, and oil and gas, with expertise spanning talent management, organisational development, leadership development, and change management.

Holding a Master's in Organisational Psychology, Desley blends academic insight with real-world application to drive behavioural change, enhance performance, and deliver sustainable learning outcomes. She has led enterprise-wide leadership programmes, cultural transformation initiatives, and executive coaching engagements, partnering with senior leaders and globally dispersed teams to navigate complex challenges and leadership transitions.

Desley designs and delivers impactful learning experiences for leaders at all levels, covering topics such as inclusive leadership, negotiation, conflict resolution, business growth, and coaching. She seamlessly integrates storytelling, real-world case studies, and interactive exercises to create engaging, results-driven learning experiences that equip leaders with the skills to thrive in today's evolving business landscape.

Beyond leadership development, she brings deep expertise in talent assessment, succession planning, and high-stakes recruitment. From designing assessment centres to facilitating immersive role-play simulations, Desley equips leaders to perform under pressure and helps organisations make informed talent decisions.

Renowned for her ability to lead, coach, mentor and deliver value to stakeholders across all levels, Desley demonstrates versatility, cultural agility, and commitment to organisational success. Her engaging, people-focused, and inclusive style fosters a safe and collaborative environment where participants feel empowered to share, explore and grow.

### Examples of Desley's work:

- Facilitated role-play exercises - including corporate acting - and high-impact business simulations that develop leaders' ability to manage difficult conversations, negotiate effectively, and lead under pressure.
- Designed and executed leadership assessment centres, high-potential development programs, and succession planning strategies.
- Large-scale recruitment and talent identification, leveraging data-driven insights to align workforce capabilities with organisational goals. Her ability to assess both technical competencies and leadership potential enables businesses to make informed talent decisions.

### Accreditations:

- Masters degree in Industrial and Organisational Psychology, University of Newcastle
- MBTI® Certified Practitioner