

Ruth Overton

Ruth is an organisation development consultant, mediator and systemic team coach with over 25 years experience across complex, regulated organisations in Financial Services, Energy, Education, Health, Policing, and Fostering and Adoption.

She has worked both as an external consultant and as an in-house OD leader, most recently in a specialist bank, where she spent seven years consulting at executive, senior leader and team level and leading the OD team. Her experience gives her direct insight into the pressures and challenges that leadership face.

Ruth recently joined as a Principal Consultant with Byrne Dean in the Resolution team, where she works with individuals, intact teams or between teams. Her approach is to partner with clients and key stakeholders, building rapport and engagement first to create conditions to think and work together. She works broadly with the organisation's systemic, cultural and 'here and now' dynamics that influence situations and need to be understood.

She focuses on the human interventions needed to get people moving again when they're stuck or paralysed and brings a distinctive combination of cross-sector experience at executive, team and whole-system level.

Experience

Mediation

Financial services: mediation within and between risk and innovation senior teams following significant restructuring and relationship breakdown

Legal firm: mediated resolution between senior executives whose dynamics had impacted their wider teams + repair with teams

Fostering & adoption: mediated process for the executive teams of two merging independent fostering organisations

Aviation: work with airline crews on managing intra-team conflict during flights

Systemic team coaching

Financial services: coached the senior team of the CFO over 6 months to focus on their need to shift role mindset from accountants to strategic advisors to the business

Tech: coached a 3-person founder group who needed to step back and enable transition to an executive leadership as part of business growth

Organisation development

Energy regulator: consulted to an executive team re bullying and harassment allegations leading to design and delivery of programme for 250 staff

Policing: co-designed and delivered more empathic grievance handling to organisation facing high levels of employment tribunals.

Qualifications

MA, Consulting & Leading in Organisations, Essex University/ Tavistock

Mediation and Conflict Resolution, Birkbeck University and the Open College Network

Oxford Executive Strategy Programme, Saïd Business School

Diploma in Team Coaching, Team Coaching Studio (completes end 2026)

Ruth is a visiting lecturer on the MA in Consulting & Leading in Organisations at Tavistock Education and Training.