

## CV: Milla Gregor

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## Areas of expertise

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- Theory of change development and use for planning, reflection and decision making
- Consultancy, training and coaching to build lasting skills and capacity in monitoring, evaluation, and learning
- Making data friendly for communication and decisions by making it easy to collect and enjoyable to use
- Supporting voluntary sector organisations to become places people stay well and flourish (rather than burn out)
- Embodied coaching and facilitation

## Current position and roles

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Facilitator and consultant at Milla Gregor and Movement for Change  
([www.movementforchange.co.uk](http://www.movementforchange.co.uk))

Other roles:

- Member of the Framework collective ([www.framework.org.uk](http://www.framework.org.uk))
- Associate consultant with NCVO ([www.ncvo.org.uk](http://www.ncvo.org.uk))

## Monitoring, evaluation and learning frameworks and strategies, including capacity building

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Milla specialises in supporting voluntary sector organisations to build skills and tools for monitoring evaluation and learning, such that their need for consultants like her decreases. Recent projects in these areas include:

- Working through the **Centre for Youth Impact** to developing appropriate monitoring approaches with grantees funded through the **Mayor's Office for Policing and Crime (MOPAC)**, through coaching and report support
- Reviewing and updating **Centre for Youth Impact's** outcomes monitoring tools database

- Supporting grantees of the **Nationwide Foundation** to develop clear and usable theories of change, monitoring frameworks and tools over three years
- Reviewing and developing monitoring and evaluation capacity for projects funded by the **Lloyds Foundation for England and Wales**, including the **DASH Charity**, the **Coram Migrant Children's Project**, **People First** and **CEDA**
- Reviewing and developing monitoring and evaluation capacity for projects funded by the **Sylvia Adams Trust**, including the **Watford Theatre**, **Tackle Africa** and the **MS Trust**
- Supporting the schools-based **Chrysalis East Project** to develop a systems map, theory of change and monitoring framework with tools, collaboratively, to suit students, teachers and families
- Developing theories of change for a range of funders and charities including the **Nationwide Foundation** (and grantees), **Whales and Dolphins Conservation**, **A New Direction**, the **World Conservation Monitoring Centre** and the **Diana Award**
- Developing **Z2K's** monitoring capacity across 4 years – including setting up theories of change and a framework, commissioning a Salesforce Database and then developing and testing an outcomes and quality telephone feedback questionnaire for volunteers to deliver regularly
- Leading and delivering the national outcomes monitoring programme for the **LawWorks** legal advice clinics network
- Reviewing monitoring evaluation and learning practice across the organisation for **Resources for Autism**, including support to carry out priority recommendations
- Reviewing data collection and reporting processes for **Poet in the City**, developing two pilot projects as learning processes, including frameworks, tools, data collection and learning processes
- Reviewing information collection and use for the **Limehouse Project**
- Developing a theory of change, outcomes monitoring framework and evaluation approach for **Target Ovarian Cancer**
- Developing theories of change and an outcomes monitoring framework and approach for **Into Film**, supporting its implementation across 14 months
- Developing a theory of change and outcomes monitoring framework and approach across a range of national projects for **Arthritis Care** across 18 months
- Developing a theory of change and outcomes monitoring framework and approach for the **Reading Agency's** new national older people's project
- Developing a policy monitoring framework and approach for **Agenda**
- Assessing research applications for the **Forces in Mind Trust**
- Developing a framework and set of outcomes information collection tools for **Norwood's** children's services

## Database commissioning or implementation projects

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- Adapting the Lamplight database for a range of charities including **Norwood**, **EMAG** and the **Nottingham Castle Trust**
- Training teams to use the Lamplight Database
- Supporting **CEDA** to commission and select a suitable database for their delivery, quality and outcomes monitoring
- Supporting **EACH** to commission and select a suitable database for their delivery and outcomes monitoring
- Supporting **Z2K** to commission select and develop a suitable database for their casework and outcomes monitoring
- Developing an excel-based outcomes database for the **De Paul Trust's** international programmes, including skills coaching for senior managers
- Supporting **Beanstalk** to review their database and decide on how to improve it, including whether or not to invest in a new software package
- Supporting the **Ormiston Trust** to review their information management needs and decide on an approach

## Data collection, qualitative & quantitative analysis experience

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- 3.5 year evaluation and learning process for the **Stephen Spender Trust**
- An evaluation of **Yarls Wood Befrienders'** work with asylum seekers over the pandemic period
- An evaluation of the **LawWorks Free Talks** programme
- An evaluation of **Norwood's** family support groups
- An evaluation of **Z2K's** advice casework
- A review of the use of technology by UK teachers and schools for **Into Film**
- An evaluation of the Subwise youth alcohol A&E diversion project for **CRI**
- An evaluation of the **Castlehaven Community Centre Time Bank** for the **London Borough of Camden**
- An evaluation of a national schools-based anti-bullying programme for **Kidscape**
- A review of monitoring practice across the national network of timebanks for **Timebanks UK**

## Training experience

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- Delivering training in monitoring, evaluation and learning, as well as smart data use for learning and communication as an associate consultant for **Charities Evaluation Services** (later **NCVO**) since 2013
- Designing and delivering training in monitoring, evaluation and learning, including data management as a consultant at **Charities Evaluation Services** for three years
- Designing and delivering workshops and training, including embodiment and communication skills components, through **Movement for Change** since 2019
- Delivering training and capacity-building within and to sibling charities as a **Charities Evaluation Services Outcomes Champion** for two years

## Wellbeing and resilience support experience

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- Reviewing organisational wellbeing and developing a collaborative wellbeing strategy at social enterprise **Money A+E**
  - Reviewing organisational wellbeing and developing a collaborative wellbeing strategy at **Resources for Autism**
  - Developing and delivering the embodied wellbeing and resilience programme **Strengthening the Core** over nine iterations since 2019, including for the **Kensington and Chelsea Voluntary Services Council CEO Network** and arts infrastructure body **Cause4**
  - Developing and running personal development & skills workshops for the **CRI Service User Panel**
  - Designing and delivering workshops and training, including embodiment and communication skills components, through **Movement for Change** since 2019
  - Providing coaching to voluntary sector colleagues around burnout prevention, wellbeing, communication skills and boundaries
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## Publications

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External evaluations and organisational reviews often remain confidential and are not published or shared; these are some examples:

- Gregor, M (2014) Understanding the Benefits – a qualitative evaluation of Z2K’s advice and casework.
- Devlin, J & Gregor, M (2008) From Access to Inclusion – an evaluation of Basic Bank Accounts in promoting financial inclusion. Toynbee Hall

Apart from evaluation reports, other publications by Milla include:

- Gregor, M (2017) Monitoring across networks. LawWorks
- Gregor, M (2017) Monitoring outcomes of helplines. CES
- A range of blogs through Movement for Change

## Education and Qualifications

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<b>2021</b>	Coaching Fundamentals, Coactive Training Institute
<b>2021</b>	Coach, Relational Dynamics Accredited Coach Training
<b>2020</b>	Certified Embodied Facilitator, Integration Training
<b>2015</b>	Diploma (distinction) in Group Facilitation, Counselling Skills and Conflict Resolution, NAOS
<b>2012</b>	Graduate Certificate (distinction/merit) in Social Science Research Methods, the Open University
<b>2011</b>	Narrative Mediation, Common Ground
<b>2010 - 2017</b>	Alternatives to Violence Project facilitator, lead facilitator and other training, AVP UK
<b>2006</b>	MSc (merit) in Health Policy, Planning and Financing, London School of Economics and London School of Hygiene and Tropical Medicine
<b>2000</b>	BA hons (double first) in Biological Anthropology, Cambridge University

## Employment History

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<b>2013-present</b>	Facilitator and consultant through Milla Gregor and (since 2019) Movement for Change
<b>2010 - 2013</b>	Evaluation Consultant, Charities Evaluation Services
<b>2007 - 2010</b>	Evaluation and Research Manager, Toynbee Hall
<b>2006 - 2007</b>	Coordinator for Transact (the National Forum for Financial Inclusion) (maternity cover), Toynbee Hall
<b>2004 - 2005</b>	Services Against Financial Exclusion's Access Project Coordinator, Toynbee Hall
<b>2003 - 2004</b>	Market Access Adviser, Traidcraft Exchange
<b>2000 - 2002</b>	Advertising Planner, Fast-Track Graduate Scheme, DDB London (then BMP DDB)
<b>1997</b>	Volunteer teacher, Nepal

## Languages

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<b>English</b>	Native speaker
<b>French</b>	Basic competence