

Spotlight on...

Theresa Jennings, CEO of n-compass



In August Theresa Jennings kindly talked to us about her journey to becoming CEO of the fantastic charity n-compass.

Tell us about n-compass

n-compass is a charity that supports over 24,000 each year to stay well. We deliver across the Northwest and into the West Midlands. We employ 170 staff and have a turnover of £6.5m. Our services include helping unpaid adult and young carers, advocacy support, Counselling, Wellbeing Services and we also have a vibrant volunteer community of 160. Click through [on this link](#) to view our latest set of Social Accounts.

Your journey so far and the reason behind you joining n-compass

n-compass is my first CEO role and I have been here for 7 years now and loved being on our journey from a small Lancashire based provider, to a provider across the North of England. I have worked in the Charitable sector for over 20 years

now, prior to that I worked in Local and Central Government.

What does a typical day look like for you and what are you currently working on?

There is never a typical day – which I like! I like to spend time with people, whether that be my Board, SMT, Staff, Volunteers, or Stakeholders. At the moment we are working on our next 3-year strategy which will start in April 2023.

Your biggest success to date and what it meant to you and n-compass

The thing I am most proud of is all the work we have delivered in making n-compass a great place to work. I am really passionate about having a healthy workplace culture and staff being able to bring their whole selves to work. Last year 81% of our staff agreed that n-compass

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was a great place to work, and earlier this year we were ranked the 5th Best Charity to Work For in the UK according to Best Companies, and this is all based on employee feedback.

What do you look for when recruiting?

Energy, passion, and a can-do attitude.

If you could switch jobs with someone, who would it be?

Richard Branson! What he has created and how he has disrupted various markets is inspirational. He is no stranger to failure too. I'd also get the opportunity to stay on Necker Island 😊 which looks incredible...

If you could choose anyone, who would you pick as your mentor?

I have been lucky enough over the years to have had some brilliant mentors. I now have a 'mentor network' of people I trust and know will help me talk through issues and challenges. If I could pick someone else, then I have been enjoying Steven Bartlett's books and podcasts. I think he is honest about what it takes to build and run a business. He doesn't pull any punches in terms of the impacts that it has had on his own mental health, and how he has coped with that over the years. I think he is a great role model for the upcoming leaders of the future.

What is your motto or personal mantra?

My favourite quote is by the poet Maya Angelou which is "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." I know from my personal experience that this is so true, and I try and keep this at the front of my mind in all the interactions I have with people.

Given a chance, who would you like to be for a day?

Truly, no one. I am quite happy being me 😊 warts and all!

The part of your day you most look forward to is...

Just being around my amazing colleagues, I get so much energy and joy from them. Oh, and that first cup of coffee with my dogs in the morning!

One piece of advice you would tell your younger self

Be yourself. It took me a long time to find my voice and be my true authentic self, and it is so freeing.

Life away from work involves...

Various adventures through travel – the more off the beaten track the better. I like to get away each year to scuba dive – it is my version of an annual retreat. I also like to spend time with friends and family, eating out and walking my dogs.

"Thank you Teresa for sharing your advice, views and journey with us, a brilliant quote and one which I remind myself of every time I am invited to talk at an event! I love your passion for creating a healthy workplace culture at n-compass, congratulations to you and your team for being ranked the 5th Best Charity to Work For in the UK".

KAREN BEXLEY, BEXLEY BEAUMONT CEO

