
Trauma-Informed Leadership: what is it and how can it help your workplace?

Tuesday 18th November 2025

Speaker Biographies

Caroline Strawson CMgr CCMI, Founder & CEO, TIDAL Global



Creating A Wave Of Change In The Workplace With Trauma Informed Development & Learning

Caroline Strawson CMgr CCMI is a Hay House author, CMI Centre and award-winning female founder who built four multi million pound businesses from scratch in her mid-forties fuelled by resilience after experiencing domestic abuse and homelessness. A passionate advocate for psychologically safe workplaces, she knows that behind every team are personal stories of survival, strength and growth.

Caroline is the creator of the world's first CMI Level 7 Strategic Management & Leadership Diploma in Trauma Informed Coaching & Leadership, blending cutting-edge neuroscience with practical leadership tools with a mission to create more trauma informed leaders. With a social media following of over half a million, she empowers leaders and teams to unlock their true potential and create cultures where both people and performance can flourish.

Professor Maria Mellins, Professor in Criminology and Community Safety, St Mary's University



Maria is a Professor in Criminology and Community Safety at St Mary's University, where she teaches and publishes on trauma-related topics including identification of harms, creating opportunities for safe conversations, and trauma-informed support, particularly focused on stalking and domestic abuse.

Maria works with the Alice Ruggles Trust (where she is a Trustee) and has led an expert team to provide training on stalking awareness to staff at the Metropolitan Police, London Probation and Crown Prosecution Services, and has also helped to establish and run a local Domestic Abuse and Stalking Drop-In Service. Maria regularly works

with the Metropolitan Police Service, local councils, victim support charities and legal advisers to provide support, advice, and information on matters related to crime and community safety.

Sara Spear CMgr CCMI, Regional Stakeholder Lead, CMI East Midlands & Eastern Regional Board & Provost and Chief Academic Officer, St Mary's University



Professor Sara Spear is the Provost and Chief Academic Officer at St Mary's University, London, with responsibility for all academic activity across the University, including learning and teaching, academic partnerships, and research.

Sara was previously Executive Dean of the Faculty of Business and Law at St Mary's University, and Head of School of Management at Anglia Ruskin University. She has also worked at the University of the West of England, and the University of Portsmouth, teaching and researching in Marketing and

Corporate Communications.

As a Chartered Manager and Chartered Companion, Sara is a strong advocate for the opportunities and benefits that the CMI offers its Members, and the role it plays in supporting and developing managers and leaders. Sara is Regional Stakeholder Lead on the East Midlands and Eastern Board, and focuses on developing relationships between the CMI, businesses, third sector organisations, and universities.

Having worked with the CMI on the professional accreditation of courses, and enhancing student employability, as well as gaining Chartered Manager status herself, Sara is a strong advocate for the opportunities and benefits that the CMI offers its Members, and the role it plays in supporting and developing managers and leaders. Sara is Regional Stakeholder Lead on the East Midlands and Eastern Board, and focuses on developing relationships between the CMI, businesses, third sector organisations, and universities.