



Above Difference Expert Webinar Series
Monday 13 December 2021
Policing Inclusively in the UK with Cultural Intelligence

Speaker Biographies



Andy Bennett QPM
Senior Associate Facilitator & Partner, Above Difference
Associate Leadership Trainer, College of Policing
Chief Officer for Special Constabulary, Avon and Somerset

Andy Bennett served in the Avon and Somerset Constabulary for over 30 years, rising to Chief Officer for the Special Constabulary. He was awarded the Queens Police Medal in 2020 for his years of distinguished community policing work, bringing communities and policing together. Andy was the force's lead on hate crime.

During his time on the force, Andy developed his practice in Cultural Intelligence, becoming an Advanced Accredited Cultural Intelligence Trainer and Facilitator. He is a Senior Associate Partner with Above Difference, facilitating Masterclasses and developing clients through coaching.

Andy is an Associate Leadership trainer with the College of Policing and has developed a successful practice as a leadership coach and public speaker drawing on his years of experience.



Jennifer Izekor
Founder & CEO, Above Difference

Jennifer Izekor is an Advanced Cultural Intelligence (CQ) Trainer and Facilitator and also a Certified Leadership Coach, Trainer, and Speaker with the John Maxwell Team. She is the Founder and Leader of Above Difference Limited a fast-rising new organisation in the Equality, Diversity, and Inclusion landscape supporting leaders and managers across the public sector to embrace Culturally Intelligent (CQ) and Inclusive Leadership as a key to delivering Inclusive workspaces where all are valued and diversity is leveraged to produce innovative and inclusive services. Above Difference Limited counts a number of leading NHS Health Trusts, Local Authorities, Government Bodies and other public sector bodies among its growing client lists.

Jennifer brings a wealth of public sector leadership experience as a Senior Civil Servant, Public Appointee, CEO, Trustee, and Public Sector NED to her facilitation and training. This and her lived-in experiences as a BAME Woman Leader provides her with depth, knowledge, and understanding of the challenges for Inclusion and Diversity facing senior leaders of all backgrounds in the public sector.

Jennifer is an exciting, innovative and engaging speaker and facilitator and has been described by Professor David Livermore, President of the Cultural Intelligence Institute USA as 'one of the best CQ trainers and facilitators on the planet' and a public sector Leader recently described the Above Difference 'Leading Inclusively With Cultural Intelligence Leadership Masterclass' as "the single best training, development, reflection time I have had in over a decade".

Jennifer has recently been highlighted as one of the leading 125 people to follow on LinkedIn for Diversity and Inclusion. Jennifer lives in Essex with her daughter and is a mentor and coach as well as a lay minister



Andy Marsh QPM
Chief Executive Officer, College of Policing

In July 2021 Andy Marsh QPM retired from his position as Chief Constable of Avon & Somerset and he was appointed as Chief Executive Officer for the College of Policing in September 2021.

Andy Marsh QPM, has previously served as Chief Constable of Avon and Somerset Police since February 2016 – the force he first joined as a new recruit in 1987.

Andy developed his early leadership skills working in Bath, Bristol and Somerset in various operational and detective roles.

As a Chief Superintendent he served as Commander for South Bristol and latterly Somerset East between 2001 and 2006, before moving to Wiltshire as Assistant Chief Constable and then returning to Avon and Somerset in 2009.

Between 2013 and 2016, he served as both Deputy Chief Constable and Chief Constable of Hampshire Police. He led a large-scale transformation programme leading the force to be recognised as one of the best value for money nationally.

In February 2016, Andy returned to Avon and Somerset as Chief Constable. He has led the development of an internationally acclaimed approach to data using advanced predictive analytics and visual graphics to prioritise and manage demand, and has spearheaded a digital mobilisation programme equipping officers and staff with the latest technology they need to do their job.

In 2018, he was awarded the Queen's Police Medal (QPM).



Viviane Vicente
Master Facilitator, Cultural Intelligence Center

Viviane Vicente is a Master Facilitator at the Cultural Intelligence Center. Following a career in the legal, public and private security fields spanning 20 years in the international arena, Viviane became a consultant, speaker and trainer on a variety of topics related to organizational behaviour.

Prior to joining the Cultural Intelligence Center, she operated her own consultancy, specialised in educating businesspeople, military personnel, non-profit staff, and other professionals on how to communicate, present, and successfully lead in domestic and international environments.

A native of Brazil who relocated to the United States and now resides in Spain, Viviane has represented the various organizations she served across many cultures, and has experienced, first-hand, the challenges of operating in diverse settings and leading multicultural teams. Viviane initiated her career in Law Enforcement, having served for 8 years in the São Paulo Civil Police Department for, where she led teams of detectives and other officers at various units in charge of criminal investigations.

Among other positions in multinational companies, Viviane was the first-ever Director of International Security at ESPN, where she oversaw the security of crews at major international events and led crisis management and business continuity initiatives. She has been a guest speaker at universities and conferences in several countries across segments.

Viviane possesses a Law degree and an MBA from Brazilian universities; a Master of Laws degree (LL.M.) in National Security and U.S. Foreign Relations Law from The George Washington University Law School, and a Certificate degree in Teaching English as a Foreign Language from Georgetown University. She is a certified Trainer in Cultural Intelligence (CQ®) and Unconscious Bias by the Cultural Intelligence Center; certified by the Protocol School of Washington® as an Intercultural Etiquette and Protocol Trainer; holds a Certification in Cultural Competency from Unite for Sight and is a Certified Trainer in the Four Stages of Psychological Safety. Viviane is a speaker of English, Italian, Portuguese and Spanish.