



**Dr Sara Hurley (UK),
BDS (UBrist), MSc (UCL), MA (King's), FDS
RCS(Eng), FCGDent, FICD, Hon FFPH(UK), psc(j)**

Joint Program Facilitator, GOHL Institute

Having personally experienced the transformative impact of the Senior Dental Leaders (SDL) program in 2019, Sara was honoured to join the SDL Programme Directing Team in 2020. Inspired by the lessons of the COVID-19 pandemic and the growing need to strengthen oral health leadership, she has worked closely with Henry Schein, the International College of Dentists, King's College London, and Harvard School of Dental Medicine to reimagine a programme designed to empower oral health leaders to create meaningful impact. As Joint Programme Director for the inaugural Global Oral Health Leadership Institute (GOHLI) programme, she is delighted to collaborate with Tom Kennie and other professionals committed to advancing leadership in oral health.

Sara's professional journey began with a degree in dentistry from the University of Bristol, followed by nearly 30 years of service in the British Army. Her military career provided a unique foundation in leadership, adaptability, and resilience. She took on diverse clinical and operational roles in challenging environments, shaping her approach to healthcare leadership through teamwork and a commitment to public service. In her final military appointment as CEO of the Royal Centre for Defence Medicine, Sara was responsible for overseeing the care of injured personnel and leading multidisciplinary health teams. This experience, unusual for a dentist, deepened her understanding of the oral health-healthcare interface and reinforced her belief in the importance of integrated care systems.

Sara transitioned from military service in 2015, having served as Chief Dental Officer for the British Army and as a Queen's Honorary Dental Surgeon. She then became Chief Dental Officer of England, where she worked across government and NHS institutions to integrate oral health into broader healthcare strategies. During her tenure, she championed prevention-focused care and spearheaded innovative solutions to improve access and outcomes. Her leadership during the COVID-19 pandemic was marked by a steady and pragmatic approach, ensuring continuity of service while prioritising the safety of patients and healthcare teams.

Now beyond her government role, Sara continues to contribute by supporting organisations in designing sustainable, patient-centered care systems. She is passionate about mentoring and creating opportunities for others to lead, believing that collaboration and shared learning are key to progress in healthcare.

Sara's qualifications include an MSc in Dental Public Health, an MA in Defence Strategy, and fellowships with the College of General Dentistry, the Royal College of Surgeons, and the International College of Dentists. She is also an Honorary Fellow of the UK Faculty of Public Health. Despite her many achievements, Sara remains grounded in her belief that leadership is a shared endeavor and draws continuous inspiration from the dedication and commitment of her colleagues.



**Dr Tom Kennie (UK),
BSc, MAppSci, MBA, PhD, FRICS, CMIPD, CMC**

**Joint Program Facilitator, GOHL Institute
& Director of Ranmore**

Tom has been involved in the design, development and delivery of the Senior Dental Leaders (SDL) programme since its foundation in 2007. Now, working in partnership with Sara Hurley he is delighted to be a joint programme director of the Global Oral Health Leadership (GOHL) programme.

Tom is also a founding director of Ranmore (www.ranmore.co.uk). He has worked with over 200 higher education institutions, research institutes, and policy bodies on strategy, change, leadership development activities in the UK and globally. His work ranges from:

- The design and delivery of tailored leadership development programmes often with a particular focus on leadership in higher education and within professional service organisations across a range of health and other services.
- The diagnosis, design and facilitation of work to create high performing senior management teams,
- Supporting organisational and portfolio level strategy development, and
- One-to-one executive career and transition coaching for leaders and senior teams.

The final area of focus, which has evolved over the past 11 years, is informed by research which led to a jointly authored book on the theme of '*Leadership Transitions in Universities*' – *Arriving, Surviving and Thriving at the Top*' (Kennie T. and Middlehurst R, 2021, Routledge).

His work in the higher education sector was and continues to be influenced by my period as the co-founding programme director (with Professor Robin Middlehurst) of the UK Advance HE/Leadership Foundation for HE 'Top Management Programme' (TMP). Over 13 years in excess of 650 senior leaders participated in the programme. He also worked internationally as Programme Director of the International Association of Universities (IAU) 'Leading Globally Engaged Universities' programme. He works globally ranges from Australia, Canada, Colombia, Saudi Arabia, Tanzania, the USA and the UEA among others in recent years.

In his earlier career he was an academic at the University of Surrey and at the University of Technology in Kingston, Jamaica. Immediately prior to establishing Ranmore over 25 years ago, he also spent 8 years in senior HR and leadership development roles in the corporate sector.

Tom has an academic background which includes geography and topographic sciences (BSc, MAppSci, University of Glasgow), remote sensing and engineering surveying (PhD, Imperial College, London) and business management (MBA, Roffey Park Management Institute, University of Sussex). Professionally he is a Fellow of the Royal Institution of Chartered Surveyors (FRICS) a Chartered member of the Chartered Institute of Personnel and Development (CMIPD) and a member of the Institute of Management Consulting (Certified Management Consultant (CMC)).

Tom is also an Honorary Senior Fellow in the Centre for the Melbourne Study of HE (CSHE) at the University of Melbourne and an Affiliated Faculty member of the Graduate School of Education, University of Pennsylvania where he is involved in the design and delivery of a new Masters in Global Higher Education Management. He also was awarded an honorary Ed.D by the University of Greater Manchester in 2022.



Dr. Catherine Hayes (USA)
DMD, SM, DMSc, FICD

Joint Program Facilitator, GOHL Institute

Dr. Catherine Hayes is chair of the Department of Oral Health Policy and Epidemiology at Harvard School of Dental Medicine and a certified leadership coach. She is a diplomate and past president of the American Board of Dental Public Health and past president of the American Association of Public Health Dentistry. She has held leadership positions in academic institutions, government agencies, and national and international organizations.

Dr. Hayes has been actively involved in research and policy initiatives related to oral health disparities and inequities throughout her career. She received her B.S. in Biology from Boston College and her D.M.D. from Tufts University, magna cum laude.

Dr. Hayes completed a General Practice Residency at Brigham and Women's Hospital in Boston. She received both Master's and Doctoral degrees in Epidemiology from Harvard University where she also completed a Dental Public Health Residency.