

Leadership Mentor Bio's

Name: Victoria Felton

Email address: v.felton@nhs.net

Job title: Director of Nursing – Integrated Medicine, Buckinghamshire Healthcare NHS Trust



A little bit about me:

I'm a senior nursing leader with nearly two decades of experience spanning specialist tertiary paediatric and adult acute and community care, from ward level through to executive care-group leadership. I trained as a children's nurse and became an Advanced Clinical Practitioner before moving into leadership, and I still draw on that clinical grounding in every strategic decision I make. Outside work I'm a co-opted governing body member at my local primary school.

A snapshot of my career:

I began my career at Guy's and St Thomas'/Evelina London, progressing from Ward Manager through Matron, Paediatric ACP, Head of Nursing for Site Operations, and Head of Nursing for Cardiology, Respiratory and PICU, including leading service integration through the merger with the Royal Brompton and Harefield. In 2024 I moved to Buckinghamshire Healthcare NHS Trust as Director of Nursing for Integrated Medicine, leading nursing and AHP teams across three hospital sites with a £110m care group budget.

I like to motivate others by:

Being visible and accessible to staff, patients and families, and being honest about the challenges we face while staying focused on what excellent care looks like. I try to lead with high standards, high expectations and high support, and I believe people do their best work when they feel heard and safe to speak up.

A personal value I stand by is:

Kindness with tenacity - challenging, changing and improving things without losing compassion for patients, families and colleagues.

Others would say my best leadership quality is:

That I listen properly - I'm known for wanting to hear people's stories, not just the statistics, and for using what I learn to drive real change.

My main strengths, skills and qualities that would benefit a mentee are:

Strategic and operational leadership across large, multi-site nursing teams; workforce planning and business case writing; coaching senior teams through complex change and service transformation; quality improvement and patient safety/patient experience leadership; and strong clinical grounding underpinning strategic decisions.

My interests outside of work include:

I live at home with my 7-year-old little boy, husband and 2 dogs. I am passionate about cooking and reading. I am never happier than reading a cookbook and planning the next meal to share with family and friends.

Anything else of interest:

I've also contributed to published work in The Lancet on advanced communication with families in hospital.