



**Joyce Duncan**  
**Non-Executive Board Member**

Joyce Duncan is a successful business leader with experience of strategic management, leading change, building teams and providing advice on strategy and development to the 3<sup>rd</sup> sector and SME's. She has served on the board of ACVOSVO, Voluntary Action Scotland, Business Enterprise Scotland, and Deaf Connections. She has been CEO of both 3<sup>rd</sup> and private sector SME's as well as working in the public sector. In this she was committed to collaborative working and building successful teams.

She has been mentor to several SME CEO's and has her own mentors in place to challenge and support her career. Joyce has studied leadership for over 25 years both in the USA and Europe and is active in the area of women's entrepreneurship. As a graduate of three of Scotland's universities, she is dedicated to lifelong learning and believes board development is critical for the success of organisations.