



2024

IoIC

ANNUAL REVIEW

Helping organisations and people
succeed through promoting
internal communication
of the highest standards



Introduction



Suzanne Peck
IoIC president

*A milestone year of growth,
connection and celebration of
internal communication excellence.*

2 024 was a very special year for the IoIC. You can read all about the 'things we can all be really proud of...' throughout this annual review.

A 16% rise in membership. Delivering 75 training courses. Creating a successful two-day learning and networking festival. A memorable awards evening at the Natural History Museum. Supporting a resurgence of regional events. 2024 saw the IoIC continue its rise as the member-focused professional organisation of choice for internal communicators.

Introduction

It was also a special year as it marked the IoIC's 75th anniversary. It turns out that we were in good company in celebrating a historic 75th year milestone. In 1949, 12 countries signed the North Atlantic Treaty, leading to the creation of NATO to safeguard the freedom, common heritage and civilisation of their peoples.

Also that year, Commonwealth leaders met in London to pave the way for the formation of the modern Commonwealth.

And the National Parks and Access to the Countryside Act secured access for everyone to open countryside, founded on the understanding that connection with nature is essential to the health of people, society and the planet.

From these shared anniversaries, I can pick out key threads that sum up and reflect today's IoIC – supporting its aim to lead the way in advocating effective internal communication and building a movement of passionate, dedicated and skilled professionals.

And there are common themes, such as a shared interest; clarity and belief in a common purpose; uniting to make something better; bonds of friendship and respect; connection; collaboration; willingness to take collective action; and a dash of imagination.

When you have these common elements and shared belief, you have a firm foundation for growth. Given our increasing membership, dedicated chief executive, HQ team and volunteers; and the recognition and importance of IC's value and role in helping people at work feel informed, connected and purposeful to drive organisational performance, I have confidence that our Institute will continue go from strength to strength over the next 75 years.

I am stepping down as President of IoIC at this year's AGM after more than 10 years in the role. It genuinely has been an honour and a pleasure to be your President, working with the Institute through what have been some of the most challenging and changing years in the workplace, in wider society, and in world events.

“IoIC aims to lead the way in advocating effective internal communication and building a movement of passionate, dedicated and skilled professionals.”

It's not a total goodbye as I will continue to be actively involved in the Institute that I've been proud to be a member of for almost 40 years. Got to make that personal anniversary! Working alongside Jennifer, the HQ team, the Board, and your new president, Dominic Walters, in particular, is going to be exciting as the Institute continues to grow and to shape workplaces for the better.

Introduction

Jennifer Sproul
Chief executive, IoIC

In our milestone 75th year, we empowered internal communicators to thrive through change, community and strategic support.

Looking back on 2024, it feels like a year where we achieved so much – one that was particularly special as we celebrated IoIC’s 75th anniversary. Milestone years like this give us a chance to reflect on how far we’ve come as a profession, but, more importantly, where we’re heading.

It was a pleasure to work with the Board to refresh our strategy, ensuring we stay focused on what matters most: supporting and advocating for the internal communication community.

The workplace in 2024 was shaped by rapid change – geopolitical tensions, AI advancements, accelerated transformation and shifting attitudes towards work, emphasising flexibility and purpose.



Introduction

At IoIC, we responded by equipping internal communicators with the skills and insights to navigate these shifts. From AI-focused training to research on employee trust, our work this year reinforced the vital role of IC in keeping organisations resilient and connected.

One thing that stood out to me at an event last year, and was reinforced by our IC Index, is that what people need most right now is hope and belief. As communicators, we can provide this with honesty, empathy and care, helping others understand and feel truly connected. When we get this right, we help our organisations not just survive, but truly thrive.

Every year, we push to grow as a profession and demonstrate our strategic value, and with so much added pressure, it can sometimes feel like an uphill climb. This year, we've worked hard to reinforce the vital role of internal communication, because, in my view, we're needed now more than ever. We know there's more to do, and we remain committed to supporting you.

One of our top priorities this year was to help members grow their skills and careers by enhancing the benefits we offer to support you along the way. As part of this, we wanted to make the IoIC Profession Map, which sets the global standards for internal communication, more accessible to members. We wanted to make it easier for you to access personalised support, connect with each other and develop your careers.

That's why we introduced new initiatives like the Online Community, the IC Diagnostic, the Careers Hub and free member training, which we hope to expand in the years ahead.

Our focus on content and research remained strong, with the IC Index 2024 providing valuable data on how excellent internal communication drives trust, engagement, advocacy and change. As workplaces continue to evolve, internal communicators need solid data to confidently speak truth to power and make a strong case for the value of IC.

“What people need most right now is hope and belief. As communicators, we can provide this with honesty, empathy and care. When we get this right, we help our organisations not just survive, but truly thrive.”

Introduction

Our research in 2024 not only explored key workplace trends but also expanded to examine how we, as a profession, are responding to emerging challenges – particularly in areas such as AI and sustainability. Our Creating Sustainable Futures report also delved into how trends across technology, sustainability, people and employment are shaping the future of internal communication, highlighting the opportunities ahead.

Our flagship events, including the IoIC Festival, brought fresh thinking and big conversations to life. And of course, as it was a special year, we marked the occasion with an unforgettable Awards Dinner at the Natural History Museum, celebrating the incredible work happening across our profession.

Our financial performance in 2024 was a testament to the strength of our strategy and the growing value of internal communication. With an income increase of 22% and our profit also up by 90%, we've built a stable foundation to reinvest in new member benefits, expand research efforts and strengthen our advocacy work.

This financial resilience ensures we can continue to support our community effectively, no matter what the future holds.

With our revenue growth in 2024, we've reinvested in areas that matter most to our members. This included launching new learning resources, expanding research efforts like the IC Index, and driving forward thought leadership on the strategic role of internal communication. Looking ahead, this financial momentum allows us to further enhance the IoIC membership experience and explore new opportunities to support our community.

I'm incredibly proud of what our small HQ team has accomplished, and I'm beyond grateful to our Board and volunteers who make it all possible. We know it's a challenging time, and the pressure to do more with less is something we deeply understand. As we look ahead to 2025, we remain optimistic, focused on growing our global community and continuing to champion this amazing profession.

“We’ve reinvested in areas that matter most to our members. This financial momentum allows us to further enhance the IoIC membership experience and explore new opportunities to support our community”

If 2024 has taught me anything, it's that conversation and community are what help us navigate and thrive. I look forward to seeing how we continue to build on that together.

2024 in numbers

MEMBERSHIP

2,724
Members



1,112
New members



32
Fellowships awarded



71
Organisations signed up for team membership



16%
Increase in membership

PROFESSIONAL DEVELOPMENT



75

Training courses delivered to over **1,000** attendees

19



Delegates who took part in our 10-week FastTrack programme



300

Members who took the IC Diagnostic



17

Students graduated from the Masters in Internal Communication Management and **1** student awarded a Post Graduate Diploma



24

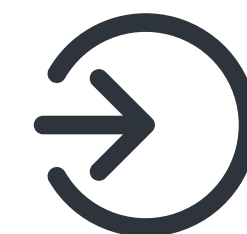
Students enrolled on the Masters in Internal Communication Management



90

Matched mentees and mentors (across 3 rounds)

Launched **6**
new courses

385

CPD activities logged

AWARDS

37
National Awards given out



264
Entries for the National Awards



420+
Guests attended the National Awards Dinner at the Natural History Museum in London



FESTIVAL

310



Over 310 people attended the 2024 IoIC Festival, with **100%** saying the festival gave them examples/advice that would help them in their roles

EVENTS

1,307
People registered for online events



Hosted over **35**
online events from webinars to roundtables



2024 in numbers

REGIONS AND NETWORKS

13 Network activities supported across regions

100+ Discussions on the IoIC online community

Launched new one-day Conferences hosted in Edinburgh and Manchester with over **150** delegates

Launched a new Fellows Lunch with over **30** guests

CONTENTS AND RESOURCES

4 Peer-reviewed Factsheets published

67 *Voice Online* articles posted

Launched **2** new guides for the Leadership Communication and Change Communication

24+ blog posts

4 Issues of *Voice* magazine

26 Podcast episodes (achieved over **30,000** downloads to date)

5 IC Career video stories published

17 Events shared On Demand

5 New award-winning case studies

Launched new research looking at AI and sustainability

Launched the second IC Index, focusing on trust, surveying **4,000** employees, with over **7,000** online visits

Launched a new thought leadership report, *Creating Sustainable Futures for Internal Communicators*

OUR VOICE

Participated in over **5** industry events

Mentioned in features by **5** media outlets

Grew our social following to over **28,000**

82,000 Users visiting our website

Participated in over **14** careers events

Welcomed **18** new #IChoseIC ambassadors

Advocating for effective internal communication

Being advocates for effective internal communication remains one of our key pillars in our refreshed strategy and, in 2024, we continued to champion its role as a vital business function.

Through rigorous research, thought leadership and advocacy, we reinforced the undeniable impact of effective internal communication on trust, retention, engagement and organisational transformation.

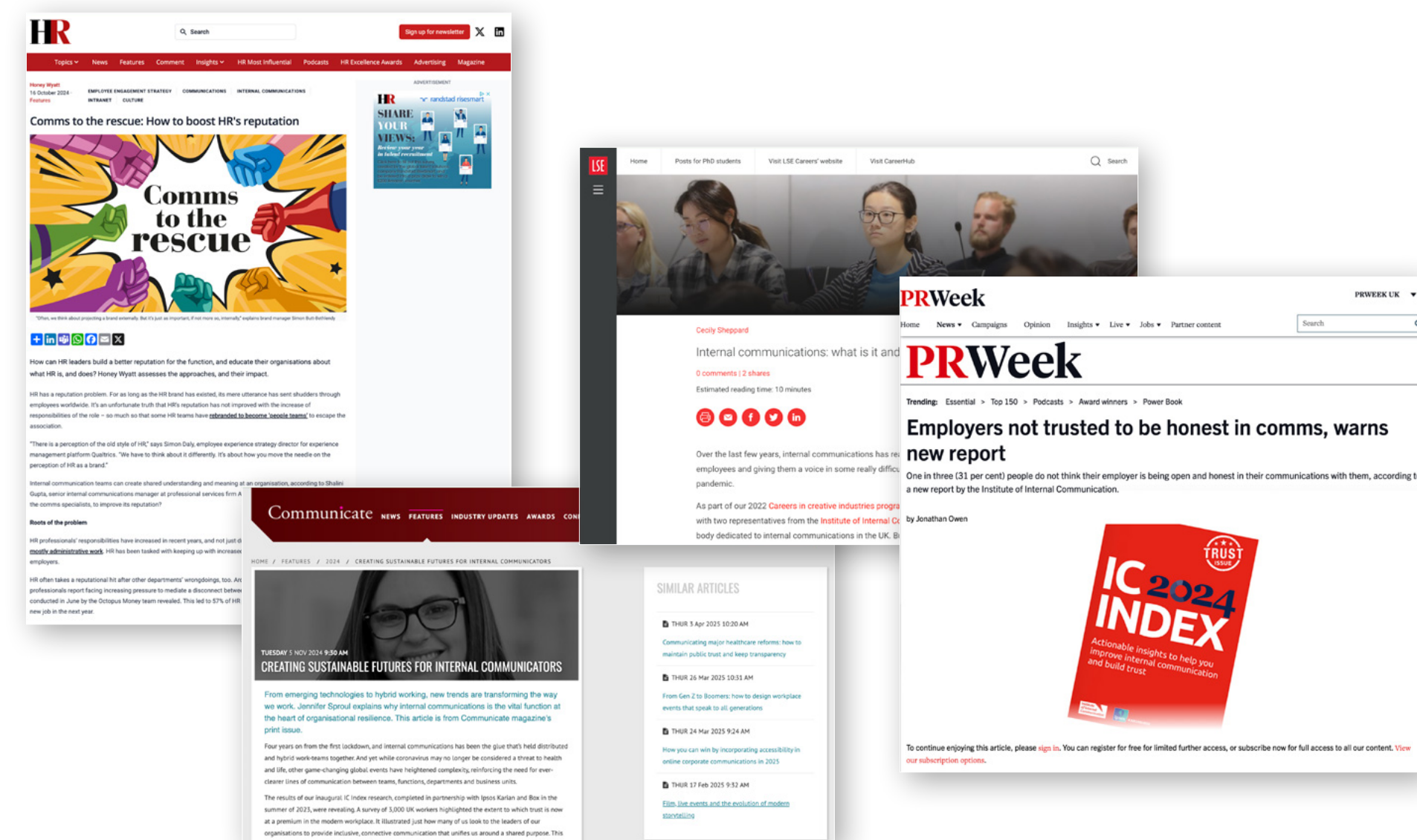
Strengthening our research and standards

Our research and standards are at the heart of our advocacy work, equipping organisations with the insights they need to prioritise internal communication. The second edition of the IC Index provided even more compelling data, demonstrating the tangible benefits of excellent internal comms:

- Trust and retention: 63% of employees who rate their organisation's internal communication as excellent express high trust in leadership. Furthermore, 80% of these employees are likely to stay with their employer for more than five years, strengthening the business case for investing in internal communication to reduce turnover and enhance stability.
- Engagement and productivity: Organisations with strong internal communication practices experience a 40-point increase in engagement scores. High-quality communication fosters a sense of purpose and advocacy, driving productivity and deeper alignment with organisational values.
- Change and transformation: During periods of restructuring or transformation, internal communication plays a critical role. Our research found that 93% of employees who rate internal communication as excellent experience a sense of openness and honesty – key ingredients for successful change management and organisational adaptability.



Advocating for effective internal communication



As workplaces continue to evolve, our mission remains clear: to champion internal communication as a vital organisational function that keeps the workforce informed, connected and purposeful.

Raising awareness through media and thought leadership

Throughout 2024, we actively secured media coverage to emphasise the importance of internal communication. We were featured in publications such as Communicate magazine, PR Week, HR Magazine, The Standard and HR Review, highlighting the critical role of internal communication in organisational success.

We also participated in key industry discussions. Notably, we contributed to the Engage for Success Symposium alongside the Chartered Institute for Professional Development, ACAS, the Advisory, Conciliation and Arbitration Service, and the Recruitment and Employment Confederation, and other thought leaders to discuss employee engagement and the role of internal communication in shaping the workplace of the future.

We shared our expertise at conferences and events, including: Vonk (The Belgian Association for Internal Communication), Reset Connect London (Sustainability Event), State of the Sector Launch Event and Unite 2024, as well as featuring on podcasts.

We also partnered with organisations to provide valuable insights into the latest industry trends, supporting internal communication teams with the IoIC Profession Map to help shape professional development.

Looking ahead

By the end of 2024, we secured even more invitations to speak at external events, reinforcing our leading voice for internal communication.

As workplaces continue to evolve, our mission remains clear: to champion internal communication as a vital organisational function that keeps the workforce informed, connected and purposeful.

Looking ahead, we remain committed to advancing research, expanding our presence at key industry events, strengthening partnerships and promoting the value of internal communication.

We thank everyone who supported our advocacy efforts in 2024. Together, we will continue shaping a future where effective internal communication drives organisational success, innovation, and a thriving workforce.

Promoting internal communication as a career: #IChoseIC

In 2024, we continued to drive the agenda in promoting internal communication as a rewarding career and attracting diverse future talent. Through our #IChoseIC campaign, we made significant strides in raising awareness – helping shift the narrative from “I fell into IC” to “I chose IC.”



Expanding outreach and building our ambassador network

Our incredible #IChoseIC Ambassadors continue to bring the campaign to life, sharing their passion for internal communication with students, graduates and early-career professionals. In 2024, we welcomed 18 new Ambassadors, further strengthening our ability to reach and inspire the next generation of internal communicators.

Through a mix of virtual and in-person events, we engaged with universities, schools and career programmes across the UK. Highlights included:

- Guest lectures and skills sessions at LSE, Warwick, Strathclyde and Chester University, where Ambassadors shared real-world insights into IC careers
- Careers fairs and in-curricular sessions, including an English at Work module at Chester University and a high school careers fair in Birmingham, where students showed strong interest in the profession
- Participation in mentoring schemes and outreach initiatives, such as the Realising Opportunities National Conference for underrepresented students, Inspiring the Future, where Ambassadors engaged and inspired young people, and the BBC Bitesized Careers Tour, which introduced school students to internal communication.



Promoting internal communication as a career: #IChoseIC

Sharing stories and strengthening resources

Alongside direct outreach, our #IChoseIC blog Series provided a platform to share diverse career journeys, showcasing the many paths into internal communication.

These personal stories have become a valuable resource in driving awareness and supporting those considering a career in IC.

Behind the scenes, we have also been building campaign resources – enhancing our website, expanding our ‘Meet the Ambassadors’ page, and developing a new campaign video set to launch in 2025.



Looking ahead

We are excited about the continued growth of the #IChoseIC campaign. We aim to:

- expand partnerships with universities, schools and career programmes
- develop new materials to support those exploring a career in internal communication
- increase outreach through in-curricular guest lectures, skills sessions and industry events.

Our commitment to positioning internal communication as a career of choice remains stronger than ever. We are grateful to our Ambassadors and partners who have helped us build momentum, and we look forward to inspiring even more future IC professionals in the year ahead.



Edeje Onwude

**Institute
of Internal
Communication**



Growing an engaged and diverse community of members

In 2024, membership grew by over 16%, with a strong increase in both individual and corporate members from across the globe. Notably, we saw greater corporate members from a wide range of industries and sectors, reflecting the growing recognition of internal communication as a strategic business function.

Our expanded membership benefits – including tailored support, development tools, and exclusive events – played a key role in attracting new members and organisations, strengthening our community.

Enhancing connection and community

A key achievement this year was the launch of our new online community platform and member directory, enabling members to connect, engage in discussions, and share experiences with each other. In its first year, we've seen over 100 topics and conversations started, highlighting the value of peer-to-peer support and collaboration.

We also focused on expanding regional networks, with new network leads and groups, leading to more local events and opportunities for members to engage. To further support regional connectivity, we introduced a new one-day conference format, successfully hosting events in Edinburgh and Manchester. These featured expert speakers from SSE, University of Glasgow, Scottish Water, Edinburgh Airport, Places for People, Manchester Metropolitan University, Greater Manchester Good Employment Charter, Manchester Pride, Northern Trains, and Timpson's – bringing valuable insights to our regions.



Growing an engaged and diverse community of members

Supporting professional development

Our commitment to helping members develop their skills and careers took a major step forward in 2024. In September, we launched the IC Diagnostic, an essential tool for members to assess their progress against the IoIC Profession Map and identify areas for growth with personalised development plans. This was complemented by our new Careers Hub, which offers access to over 500 free elearning resources, including support for CV writing, interview preparation and career assessments.

We also introduced new membership materials to make it easier for members to understand and access their benefits. Our growing suite of resources now supports members in demonstrating their credibility, learning and developing skills, advancing their careers, connecting with peers, accessing a wide range of content and resources, networking, and accessing exclusive discounts across our events, training and awards.

A year of celebration: events, awards and community growth

Our annual IoIC Festival was another standout success, attracting over 300 people and offering five content zones with more than 65 speakers. The ability to curate a personalised experience was well received, and the feedback from attendees reinforced the value of this dynamic event.

We also hosted many free member events, providing safe spaces for practitioners to explore practical and strategic challenges together. These sessions became vital forums for open discussions and shared problem-solving.

The IoIC Awards Dinner was a truly special occasion in our 75th year. Held at the Natural History Museum, London, it was a spectacular night where internal communication professionals gathered under the iconic whale, Hope, to celebrate excellence in our field. Our judges noted that the quality of submissions continues to rise, with a stronger focus on measurement and demonstrating impact.



Growing an engaged and diverse community of members

Strengthening our Fellowship community

In 2024, we worked to bring our Fellows together and raise the profile of Fellowship within IoIC. We welcomed 30 new Fellows and launched the Fellowship Lunch in Birmingham, where new Fellowships were awarded. Additionally, we introduced the first-ever Fellows' Knowledge Circle, creating a space for senior IC professionals to collaboratively problem-solve and share their learnings with the wider membership.



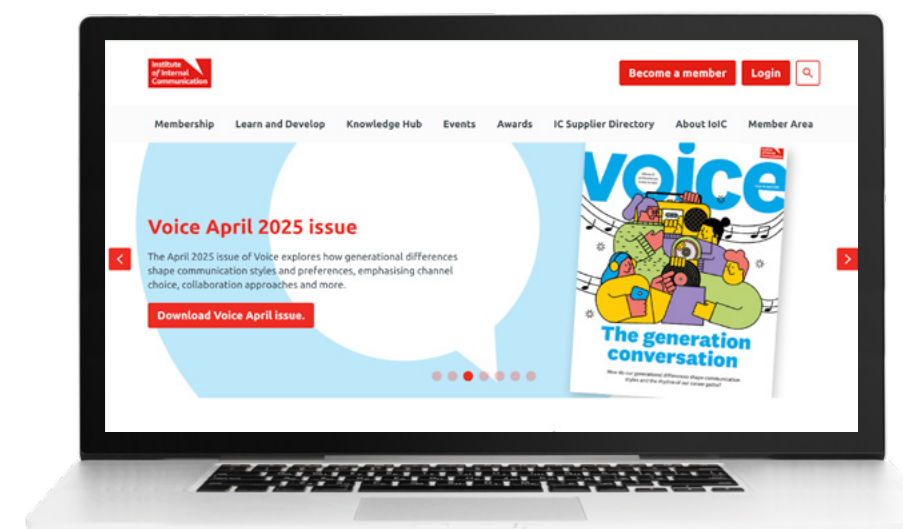
Looking ahead

As we move into 2025, we remain focused on enhancing the membership experience – finding new and easier ways for members to access the resources, tools and networks they need. With more exciting developments planned, we look forward to building on this momentum and continuing to support internal communication professionals at every stage of their careers.



Website award for IoIC

IoIC, with digital agency Pixl8, won Best Website at the 2024 Memcom Excellence Awards for ioic.org.uk. The new website has delivered impressive results, including an 83 per cent increase in visitors.



Championing professional standards and ethical practice

In 2024, our professional development programmes continued to grow and evolve, reflecting the increasing demand for high-quality learning and professionalisation in internal communication.



Our Diplomas went from strength to strength, with expanded cohorts to accommodate growing demand, enhanced teaching methods and additional student support from our exceptional facilitators and tutors. We remain committed to prioritising the student experience, and feedback from our course committee meetings highlighted strong satisfaction with both content and support.

Our MA in Internal Communication Management underwent revalidation with Solent University, ensuring we continue to offer a qualification of the highest academic standard. The process was a resounding success, with five commendations awarded to IoIC, a rare achievement for university partners. These included:

- Clear positivity and passion for supporting the internal communication profession in a unique manner and a responsive course to meet these demands of the sector
- Strong relationship between the IoIC and Southampton Solent University
- Coherent and strong demonstration of applying theory in practice
- High calibre of the teaching team
- Understanding and recognition of student population through responding to their individual contexts.

This reinforces our commitment to maintaining academic excellence and accreditation.



Expanding learning opportunities

We continue to adapt our training to meet the evolving needs of internal communication practitioners. In 2024, we introduced new courses, including:

- GenAI Mastery for IC, helping professionals harness AI for communication strategy
- Landing Great Technology Changes, supporting IC teams in driving digital adoption
- Language of Leadership, supporting senior practitioners to further develop the role of IC in driving forward business performance and success.

In response to member feedback, we also launched free training for members, including a course on Accessible Communications, ensuring inclusive and effective messaging across organisations.

Championing professional standards and ethical practice



Raising standards with new professional tools

A major milestone in 2024 was the launch of the IC Diagnostic, a tool aligned to the IoIC Profession Map, allowing members to benchmark their skills and receive personalised development guidance. This was a significant project for our professional development team, designed to give members an accessible way to align themselves with global standards in internal communication. We look forward to seeing more members using the IC Diagnostic to shape their development.

Alongside this, we launched the new Careers Hub, offering over 500 free e-learning resources to support IC professionals in their daily work, from CV writing and interview preparation to career assessments and skills development.

We also used this opportunity to improve our CPD guidance and how you can use all these tools and support to help you achieve the recommended 40 points every year.



Strengthening mentoring and future learning

Each year, we refine and enhance our mentoring programme and, in 2024, we introduced a more structured approach to gathering feedback to help us monitor and improve the experience for both mentors and mentees. We also updated our guidance to better support those taking part, and tightened up our processes and introduced more accountability to help us safeguard this valued member benefit.

Looking ahead

In the year ahead, we will continue to expand our learning opportunities, including exploring more on-demand and self-study certification programmes. We are also committed to developing new resources and guides that reflect our shaping role in the profession – helping IC professionals operate at the highest professional and ethical standards.

By continually evolving our learning and development offerings, we empower our members to thrive in their roles, advance their careers and drive excellence in internal communication.

Leading thinking about internal communication

In 2024, we continued to strengthen our research, content and thought leadership, ensuring internal communicators have access to the latest insights, trends and practical guidance.

We began the year by launching *Creating Sustainable Futures for Internal Communicators*, a report examining macro trends across technology, sustainability, people and employment. This thought leadership provided a strategic lens on how internal communication can help organisations navigate these shifts and seize new opportunities.

The second IC Index was published, exploring the critical role of internal communication in building and sustaining trust. This edition examined what employees need in a world of uncertainty and continuous change, highlighting the importance of radical honesty, manager communication, listening and feedback. It also addressed emerging challenges, from the expectation for organisations to take a stance on social issues, to the impact of AI on workplace communication.



Leading thinking about internal communication

Expanding our content to support everyday practice

Throughout the year, we also produced a wide array of content to support internal communicators in their daily work, including:

- new factsheets on campaign measurement, EDI and communicating with hard-to-reach colleagues
- practical guides focused on leadership and change communication
- new case studies from organisations including Sky, Siemens, EDF Energy and Nestle
- ongoing insights in Voice magazine, featuring stories from internal communicators on employee experience, cultural change, audits, IC strategies, trust, AI, IC channels, storytelling, listening and much more.



Our Future of Internal Communication podcast continued to thrive. We released 26 new episodes featuring experts from both inside and outside the IC profession, offering fresh perspectives on how internal communication can support and adapt to the future.



Encouraging peer-to-peer conversations

With conversation being a core theme of our learning in 2024 – and to mark our 75th anniversary – we created a special IoIC Conversation Pack, distributed to members alongside Voice magazine. This initiative encouraged peer-to-peer discussions, reinforcing the power of shared learning and collective problem-solving.

Looking ahead

Delivering robust, practical and relevant content is essential in supporting our members through continuous and emerging challenges. With over 1,300 resources now available, we offer a diverse library of materials, from snapshots and deep dives to case studies, guidance and peer-reviewed insights.

As we move into 2025, we will continue to explore key challenges in greater depth, publish more articles and shared learnings, develop new resources and guidance, and facilitate more conversations to help our profession grow and evolve. By continuously building our knowledge base, we empower internal communicators to navigate change, elevate their practice and drive meaningful impact in their organisations.

Our commitment to sustainability

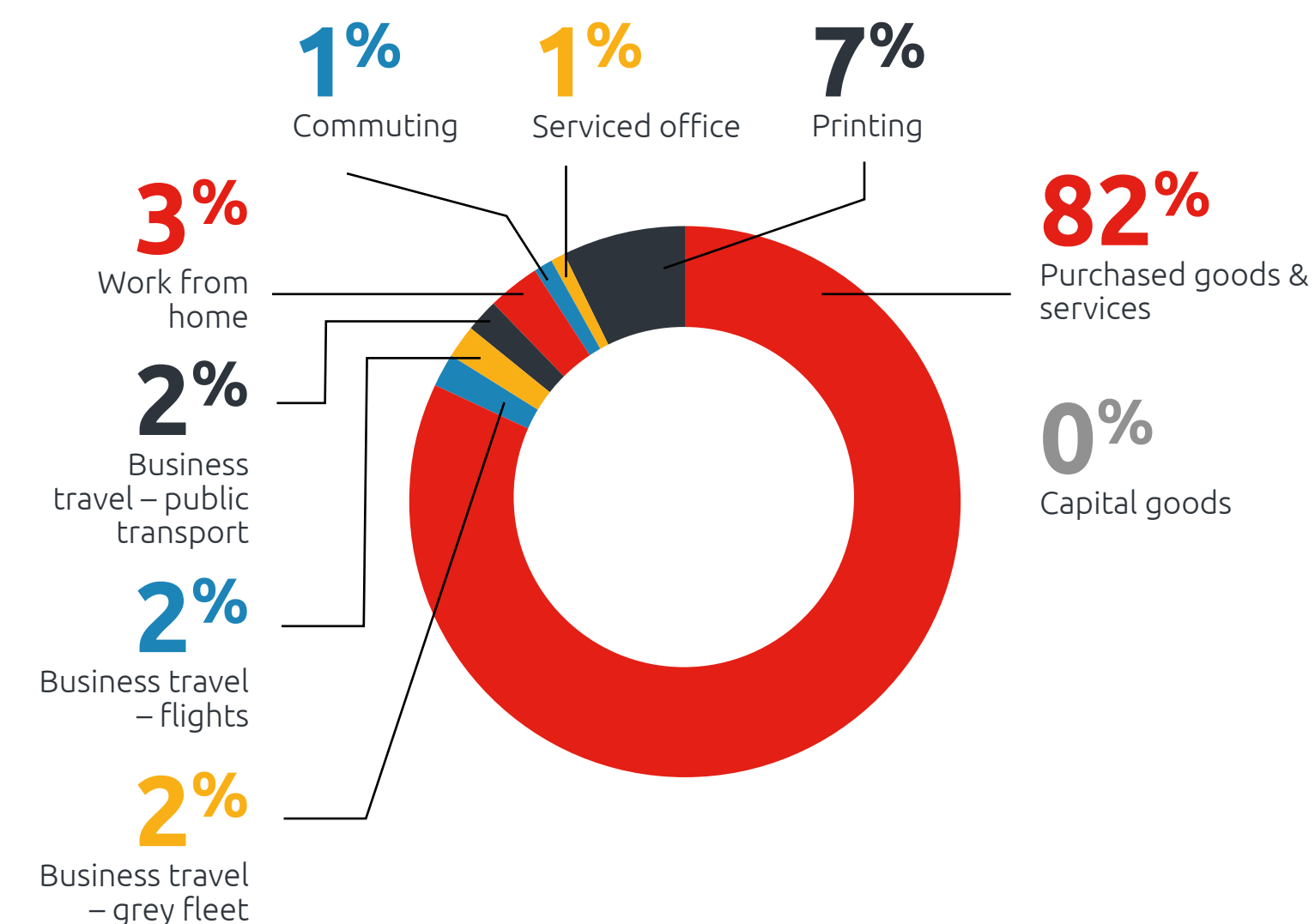
At IoIC, we recognise the critical role of internal communication in driving sustainability within organisations. As we promote best practices in sustainability communication, we are equally committed to minimising our own environmental impact.

Our progress in 2024

This year, we made significant strides in measuring, managing and reducing our carbon footprint. Our total emissions for 2024 were 114.75 tonnes of CO₂ – a 14% reduction from our 2023 baseline. This progress was driven by several key initiatives:

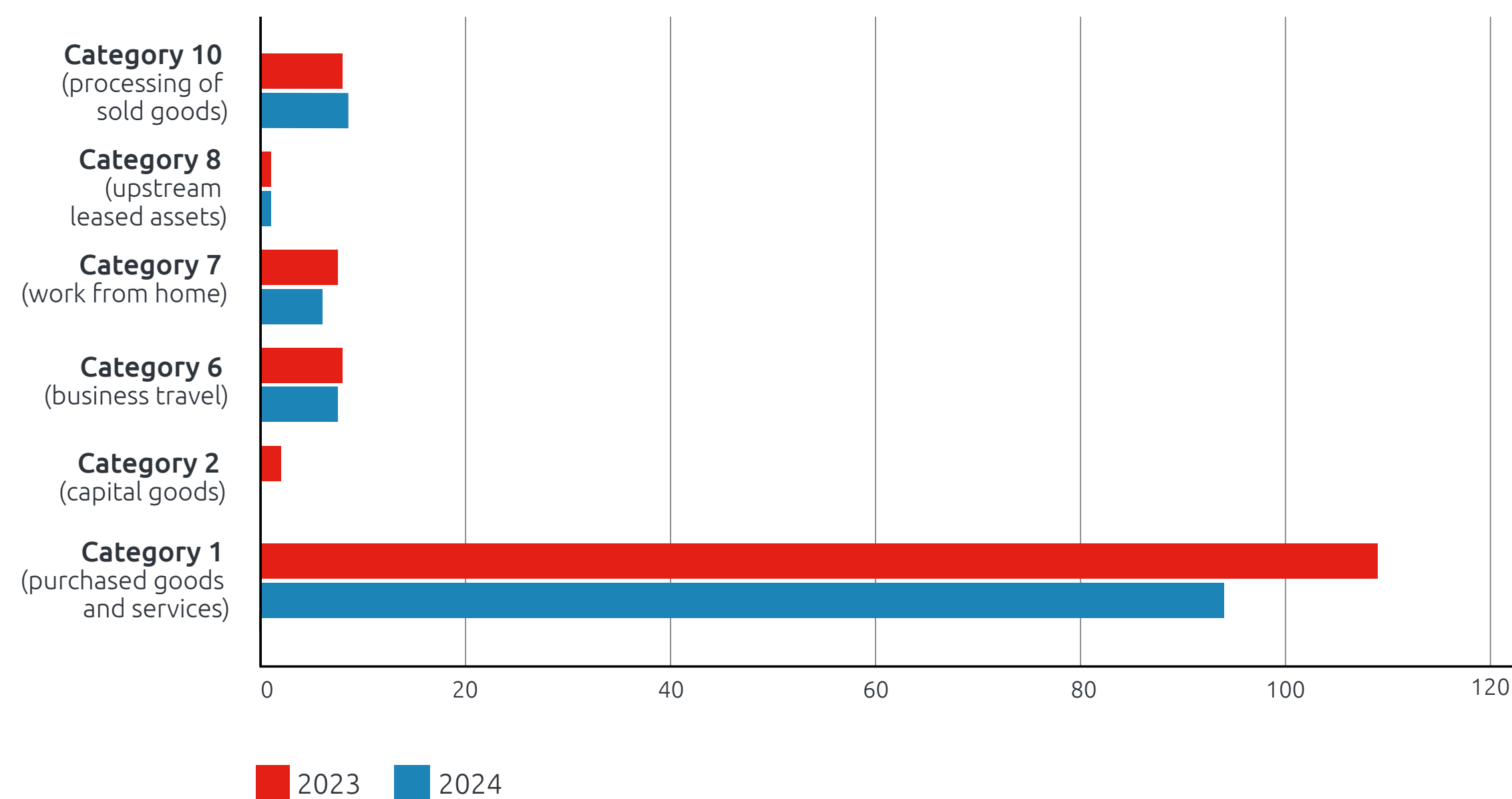
- Establishing a Net Zero Working Group to guide and oversee our sustainability efforts.
- Joining CAFA (Climate Actions for Associations) to enhance our understanding of GHG emissions and accelerate our journey towards becoming a more sustainable organisation.
- Engaging with our landlord to gather data on electricity, gas and water consumption with an EPC rating of 36B.
- Conducting an initial partial supply chain audit to assess our environmental impact beyond direct operations.
- Updating our Environmental and Sustainable Travel Policy to reflect best practices.
- Reviewing all 116 events held in 2024, comparing them with 2019 data, and integrating eco-friendly practices to reduce event-related emissions.

IoIC emissions 2024 by category



Our commitment to sustainability

Category Comparisons 2023 vs 2024



Looking ahead: our sustainability goals for 2025

Building on our 2024 progress, we are setting ambitious but achievable goals for the year ahead:

- Conduct a full supply chain engagement and audit to deepen our understanding of indirect emissions.
- Define and agree on long-term reduction targets to guide our sustainability journey.
- Explore and implement carbon offsetting policies by partnering with accredited programmes.
- Enhance our sustainable resources to support and empower our members.
- Strengthen advocacy efforts by embedding sustainability into our research, training programmes and professional standards.

Our commitment to sustainability as an organisation

At IoIC, we are dedicated to embedding sustainability into everything we do as an organisation. From reducing our environmental impact to integrating sustainable practices into our operations, we are committed to making a meaningful difference.

Financials

The following summary of key financial information is extracted from the audited accounts for the year 2024. A copy of the Statutory Report and Accounts have been submitted to Companies House and is available to IoIC members on request.

Summary income and expenditure account

Income	2024	2023
Subscriptions	£472,501	£382,302
National Awards	£181,537	£156,747
Festival	£103,175	£82,909
Professional Development	£687,928	£591,027
One-day Conferences	£24,309	£0
Sponsorship	£92,241	£67,400
Regional Events	£365	(£1,623)
Sundry Income	£4,288	£554
Total	£1,566,344	£1,279,316

Expenditure	2024	2023
Cost of Sales	£776,528	£616,114
Operating Costs	£694,292	£613,014
Total	£1,470,820	£1,229,128

Operating surplus/(deficit)	2024	2023
Surplus/(deficit) before tax	£95,524	£50,187

Summary balance sheet

	2024	2023
Fixed Assets		
Intangible Assets	£52,677	£76,329
Tangible Assets	£7,012	£8,141
Current Assets		
Debtors	£274,033	£246,427
Cash at bank and in hand	£469,458	£254,544
Creditors: amounts falling due within one year	(£399,545)	(£277,330)
Net Current Assets	£343,946	£223,641
Net Assets	£403,635	£308,111

Net assets/ Capital & Reserves	£403,635	£308,111
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Company details

Our purpose

We are the only professional body solely dedicated to internal communication. We aim to lead the way in advocating effective internal communication and enabling the highest standards of its practice. We are building a movement of passionate, dedicated and skilled professionals.



IoIC Board of Directors

Suzanne Peck, IoIC president
Jennifer Sproul, chief executive
Dominic Walters FIIC, IoIC president-elect

Elected:

Addea Amoa FIIC, board director
Liz Cochrane FIIC, board director
Laura Colantuono CIIC, board director
Will Fox MIIC, board director
Shalini Gupta FIIC, board director
Andrew Harvey, board director
Jody Lewis CIIC, board director
Joe Salmon FIIC, board director
Justine Stevenson FIIC, board director

Co-opted:

Helen Connolly FIIC, board director
Paul Diggins FIIC, board director
Claudi Schneider, board director

Board attendance

Board Directors	2024 Attended (out of 12 meetings)
Suzanne Peck	11/12
Jennifer Sproul	12/12
Addea Amoa	5/8*
Liz Cochrane	10/12
Laura Colantuono	10/12
Will Fox	10/12
Shalini Gupta	4/8*
Andrew Harvey	6/12
Jody Lewis	7/8*
Joe Salmon	8/12
Justine Stevenson	6/12
Helen Connolly	8/12
Paul Diggins	8/12
Claudi Schneider	9/12
Dominic Walters	12/12

*Joined the Board from May 2024 onwards

Regional network leads

Ann Hood, network lead – IoIC Scotland
Luke Pearce, network lead – IoIC North
Melanie Hinds, network lead – IoIC Central
Amrita Dasgupta and Samantha Pickett, network leads – IoIC London
May Flannagan, network lead – IoIC Ireland
Dan Holden, network lead – IoIC South West
Helen Deverell and Johana Soyars, network leads – IoIC East Anglia
Julie Shaw, network lead – IoIC South

Head office

Jennifer Sproul, chief executive
Emily Darling, professional development manager
Melissa Newlyn, marketing manager
Rebecca Nicholls, events, networks & awards manager
Richard Bowes, membership manager
Samantha Medaglia, content and communication manager (maternity leave)
Georgina Oliveira, finance & operations co-ordinator
Kirstie Godber, professional development co-ordinator
Ronit Abiyani, membership & events co-ordinator

Institute of Internal Communication

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