



"The leadership training provided by Gerard was intelligent, thought provoking, engaging and entertaining. He clearly knows his stuff and he is able to deliver training on serious subjects in a way that makes it stick. A real pleasure."

My Take on Leadership

Transformational leaders have a clear vision and develop a great team around them to deliver it.

My work focuses on helping leaders make the transition from a more operational role to a strategic role – moving from 'in' the business to 'on' the business.

My whole career has been spent in developing others. As an Army Officer, I specialised in leadership training and development. In business I have worked in consultancy based organisations specialising in leadership training and development. All development work is based on building trust between the participants and the facilitator and much of this is based on listening, showing respect and working on the client's agenda.

Recent Assignments

- Global Metals Business – Senior International Leadership Programme. Three module programme covering, Leading Self, Leading Others and Leading Change
- European Hospitality Group – Middle Management six-month leadership programme focusing on moving from operation management role to a more strategic leadership role
- Retail Sector – Development programme for divisional business heads to help them make the transition from operational managers to business heads with a more strategic focus.

Specialist Skills

- Designing and Delivering Leadership Development Programmes
- Group / team facilitation
- Developing High Performing Leadership Teams
- Leading Change
- Transition into New Role
- Understanding Power and Politics in the Board Room

Business Experience

- During my career I have specialised in training and development and executive coaching. As a presenter and consultant, I have worked with many organisations both in the public and private sector.
- For 11 years with MaST International I held a number of appointments, including managing subsidiary businesses and consultancy teams and responsibility for product development and marketing.
- I was then Head of the Centre for Director Development at the IoD – the leading authority on director training in the UK with thousands of directors and senior managers attending courses and programmes annually.

Qualifications and Accreditation

- Degree, Political Theory and Government (University of Wales)
- Post Graduate Certificate in Education (Keele University)
- Certificate in Counselling Skills
- Member, CIPD
- Member, Association for Coaching
- Institute of Directors
- Member, International Stress Management Association
- Fellow of the Royal Society of Arts