



*"Rob provided a comprehensive leadership development programme ... his thoughtful and knowledgeable input was critical to the strategic success of the business"*

## My Take on Leadership

Effective Leadership provides the direction, priorities, culture, energy and excitement for individuals, teams and organisations to bring about change and achieve the extraordinary.

Effective Leaders are self aware, emotionally intelligent, future thinking and decisive people who, through their communication skills and example, generate trust, respect and engagement from those around them.

My work to develop leaders pays attention to these principles and enables them to be assured, bold, competent and determined to succeed.

## Recent Assignments

- A 'Strategic Leadership Programme' for the Heads of Departments of a large utility company. Combining Workshops and individual coaching, this programme led to participants achieving a senior level qualification alongside their development
- A 'Transformational Leadership Programme' for the middle managers of a global geoscience company. This programme combined individual development planning with workshops and learning sets
- A 'Professional Manager Programme' for experienced managers in a large international development consultancy.

## Specialist Skills

- Crafting of learner-focused programmes and events; blending workshops, learning sets, feedback & executive coaching to meet individual & group development needs
- Highly skilled facilitator, using conversations as a key medium for learning at leadership levels
- Qualified & experienced in applying executive coaching to leadership development
- Development planning using 360 Feedback, personality profiling and other useful diagnostic approaches
- Application of leadership mentoring skills

## Business Experience

- I have delivered programmes in a number of sectors including Aerospace, Telecommunications, Software Development, Construction, Rail, Motor Research and Housing.
- I worked for Thales for over 12 years as a Learning & Leadership Development professional. I was the Director of Products and managed the Coaching and Consulting Practice.
- I have performed the role of Business Manager, leading a team of Consultants and managing the capability and capacity of the business.
- Previously I held senior manager roles in retailing.

## Qualifications and Accreditation

- BA(Hons) Business Studies
- Diploma in Marketing – Chartered Institute of Marketing
- Diploma in Leadership Mentoring & Executive Coaching
- Insights Discovery® Personality Profiling System – Licensed Practitioner
- Myers-Briggs Type Indicator® Step 1 Practitioner
- Belbin® Team Roles Practitioner
- I have coaching supervision with the Coaching Supervision Group