



Associate Consultant Profiles

John Denton

Qualifications

- MBA (Henley)
- Incorporated Engineer (IEng)
- Myers Briggs and FIRO B qualified (OPP)
- Qualified NLP Practitioner

Experience / Typical Assignments

- Organisational transformation - behavioural change projects
- Change managing large IT/process improvement implementations
- Executive coaching
- Individual and team development
- Leadership development programmes
- Large group facilitation

Sector Experience

- UK Public and Private Sector, particularly air transport
- Overseas National Government
- Defence manufacturing
- Enterprise Resource Planning (ERP) implementations

Current Professional Affiliations

- Associate Fellow of Oxford University's Saïd Business School
- Member Institute Engineering and Technology (MIET)
- Member of the Chartered Management Institute (MCMI)

Hannah Azizollah

Qualifications and Background Information

- MSc Industrial Psychology
- BA (Hons) Psychology / Economics
- Level A Occupational Testing
- Full Level B Personality Testing including MBTI, FIRO Elements, WAVE, 16PF, OPQ
- Chartered Occupational Psychologist

Experience/Typical Assignments

- Organisational Development
- Design and delivery change and transition programmes and workshops
- Leadership development
- Boardroom facilitation
- Team Development
- Executive coaching at Board / top-team level
- Vision and strategy development
- Long-term cultural change projects
- Assessment – selection, development, appraisal

Sector Experience

Includes Civil Service/Government, NHS, financial services, transport, education, telecommunications, retail and legal

Current Professional Affiliations

- Associate Fellow of the British Psychological Society
- Member of the Division of Occupational Psychology
- Member of Special Group in Coaching Psychology
- Member of the Association of Business Psychologists

Sean Riches

Qualifications

- BSC (Hons) Applied Psychology
- Diploma in Personnel Management
- Chartered Member of Chartered Institute of Personnel and Development
- Licensed to use vocational and personality psychometrics, eg OPQ, PAPI
- Licensed to use organisational climate assessment tools, eg. OCI, LSI

Experience/Typical Assignments

- Implementation of people aspects of organisational change
- Specification, development, procurement and delivery of training
- Management, leadership and team development
- Developing change skills in client organisations
- Culture and climate assessment
- Operations planning
- Facilitation of seminars, conferences and similar events

Sector Experience

Civil aviation, financial services and military logistics

Alan Adair

Experience / Typical Assignments

- Personal and team development
- Coaching at senior management and senior individual contributor level
- High impact, experiential leadership development programmes
- Workshop facilitation
- 360 degree feedback
- Performance management
- Change management
- HR compliance, diversity and flexible working

Sector Experience

- Financial services, IT, Public Sector, service industries, hotels and charities

Business Experience

- Managing effective teams, coaching, personal development
- Customer service, business analysis, project management, sales, mergers and acquisitions, partnering
- Trouble-shooting difficult projects
- Implementing new ways of working

Qualifications and Affiliations

- Licensed Myers Briggs practitioner
- Member of the Institute of Customer Service (also coach)

Peter Martin

Qualifications and background information

- MBA
- Henley Management College Mentor

Experience/Typical Assignments

- International business development
- Market and sales strategy and development
- Technology transfer and intellectual property exploitation
- Product and portfolio development
- Strategy development and realisation
- Design and implementation of fast track change
- Coaching and development of teams and individuals
- Group facilitation and problem solving

Sector experience

- Public and Private Sector, aerospace, safety critical environments, safety regulation, university/research, trade associations