



# Associate Consultant Profiles

John Denton

## Qualifications

- MBA (Henley)
- Chartered Manager, (CMgr), Incorporated Engineer (IEng)
- Psychometrics: NEO, HPI, HDS, MVPI, MBTI, FIRO-B
- 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)
- Fellow Chartered Management Institute (FCMI)
- Member Association for Coaching

# 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