

## Profile

An established, energetic, innovative management development consultant specialising in interpersonal skills and improving how people relate to each other in the workplace. As well as being a busy facilitator of accredited management development courses, Derek also works as a consultant with organisations. He uses his experience to help them find the best customised solutions to their 'people issues'. His client groups vary widely; they include, private commerce and industry and public sector. As a dedicated professional with a proven record of inspiring clients, the major proportion of his work comes from repeat and recommendation. This includes regular commissions from the Chartered Management Institute and successive visits to Kazakhstan to provide management development to local Kazak postgraduate engineers. He is an associate lecturer at De Montfort University, Leicester. He is also a prominent member of his local branch of an international public speaking group, Toastmasters International.

Derek's unique style as an executive coach is in demand. In this field his NLP Practitioner qualification aids his clients' success in making changes. In all of his activities, his prime aim is the encouragement of permanent change in people's workplace behaviour supported by solid 'real-world' learning.

## Experience and skills

### 1995-date Independent Management Development and Interpersonal Skills Consultant

Working with private industry, commerce, NHS & public sector. Facilitating groups developing their skills in :  
 Managing teams from a distance; mentoring; negotiating; managing change; coaching; recruitment & selection; team-building; conflict management; presentation skills; time management

**1990–1995, Management of nationwide training & development team** as employee of London & Manchester Assurance plc Responsible for recruitment and selection of trainers; management development; course and workshop

design and facilitation. Set up network activities between employer and other organisations, both public and private sector.

**1965 – 1990** Progressive posts within three companies in Financial Services and Retail Industries

## National Seminars and Conventions

### Commercial

Designed and delivered seminars for Business Development Managers. Presentations at national conventions to launch marketing incentives, products and new systems, including coaching of facilitation skills to enable cascading of new procedures

### NHS

Sessions presented to *NHS Connect* annual conference introducing NLP to IT trainers. Sessions were optional to delegates and subsequent sessions were facilitated to larger than expected 'standing room only' groups due to success of the first session.

## Selected projects

### Remote Management

In-house remote management workshop for Japanese manufacturing company based in UK. Attended by managers of people based in Japan, India, Brazil and various eastern and western European countries.

### NHS Mentoring

Selected as facilitator for pan-Birmingham NHS Mentoring Scheme, Workshops attended by senior managers of Trusts and Health Authorities.

### Negotiation Skills

Ongoing series of two-day workshops for multi-million pound international consultant engineers partnership.

### Engineering management development

Designed and delivered interactive module for local professional engineers in Kazakhstan gas-field. This project was part of the planned accession of indigenous engineers to senior management positions



## Nationality

British

## Qualifications

DSM

NLP Practitioner

Coaching Certificate

Certificate of Techniques for Training Officers (*Guardian Business Services*)

## Key skills

Group Facilitator

Change agent

Inspirational Communicator

Coaching

Management and leadership development

Negotiation skills

Remote management development

Designing of developmental materials

Mentoring

Motivating & Team building