

DATA PROFILE



Ian is a founding partner in Unicus, which started in 1998; and in over 17 years as a consultant he has developed a proven track record in Leadership and Organisational development. Together with his time in industry Ian has been working in development since 1990 He is skilled and experienced in delivering real change to individuals and organisations. He has particular interest in facilitation of groups through action learning; 1:1 executive coaching and design and delivery of large leadership development programmes for organisations.

QUALIFICATIONS

- Member Institute of Leadership and Management
- MSc. Management Development, through Roffey Park Business School
- Certificate in Management through the Open University
- NLP Master Practitioner
- MBTI, SDI qualified

Style

Having worked in organisations at a senior level Ian understands the pressures of the job. His approach is about high support and high challenge, as a developer of people he sees the first key element as raising awareness, given you can take control of what you are aware of, thus avoiding what you are unaware of, controlling you. That awareness can then empower you to action that will unblock the barriers in the mind and unlock the potential.

Ian has a view that attitude is altitude so by freeing the mind of interference you can achieve what you want to achieve.

Methodology and Philosophy

The starting point is always to understand the needs of the organisation, team or individual you are working with.. From there you can agree what the focus, style and duration of an intervention should be to deliver real change.

Ian is always curious to explore:.

- o What is driving the need and outcomes required
- o The specific challenges they are being facing
- o The link of these into the Organisation Key Performance Indicators- making them real and specific to the organisation, team and people and their role.

Career History

Unicus , Partner	1998 to date
LloydsTSB , Manager, Leadership and Change Consultancy	1996 to 1998
Eastern Group plc , Management Development Manager	1993 to 1998
Eastern Electricity Board , Training Officer	1989 to 1993

Personal Information

Ian lives near Woodbridge in Suffolk with his wife Jenny and 12-year-old son Myles and spending time with his family is important to him. He enjoys travelling, exploring new spaces and being outdoors. He is a keen vegetable gardener and runner.