

Performance Portfolio - Robert M. James MBE

Personal Profile

Executive and Management
Development specialist
with international experience

Leadership Consultant
with principal focus on
Executive Team development

Executive Coach with
Directors of multinational
organisations

Extensive experience
of Organisation Development and
Organisation Behaviour

Formerly Head of Executive
Development at PwC

Head of consultancy and
Training at OPP
Business Psychologists

Appointed MBE for work
in leadership development in
UK Armed Forces



Management Development Specialist
since 1990

Development:

MBA – University of Plymouth

Post Grad Certificate in Education –
University of London

Accredited in range of psychometric
instruments

Programme Director at London Business
School

Associate of the Centre for Leadership
Studies UK

Member of the Chartered Institute of
Personnel and development

Member of Chartered management
Institute

Personal:

Married,
lives in Surrey, UK



Background of Expertise

In the last 10 years, the principal focus of Rob's work has been improving business performance at individual, team and organisation levels. In particular, he has specialised in leadership and the behavioural aspects of developing senior managers and management teams within the context of major organisational and cultural change. Qualified in a variety of diagnostic tools and an experienced executive coach, his particular interests are around the development challenges facing chief executives and executive teams. His current work ranges from 1:1 executive coaching assignments and executive team development through to the roll-out of an international leadership programme. He has written a number of articles on leadership and executive team development and in 2004 published a research report on "Leadership and Financial Institutions"

Reference Organizations:

Royal Bank of Scotland, Barclays, Schrodgers, Aon, Vodafone, Coca Cola Enterprises, Sainsburys, DSM, Honda, UK Atomic Energy, UK Home Office, PwC, BG Group, Linklaters,

Languages:

English (native), French (conversational level)

Current Activities – individually designed

Large Scale Leadership Programme

- *Trans-European Leadership Programme*
 - For leaders in a global pharmaceutical company working with a European mix of nationalities. Programme over 9 months
- *Leadership Programme for International Motor Manufacturer*
 - Series of modules, action learning sets and coaching for senior managers of this globally recognised organisation over a 9 month period
- *Leadership Programme for Major UK retailer*
 - For retail managers focusing on behavioural change and new leadership styles. 2 day workshops

Executive Individual and Team Development

- *Executive Committee Development Programmes*
 - For Executive Team at UK public sector organisation
 - For Senior Management Team of Global Insurance Organisation
 - For top team of global oil and gas organisation facing major growth



- Executive Coaching
 - Individual programmes from 6-9 months with senior managers faced With business challenges and requiring support in personal development

Management Effectiveness Training

- *Change Management Skills*
 - A series of 1 Day to 3 Day modules for organisations wanting to Focus on the people aspects of implement change
- *Communication Skills*
 - For teams and/or managers who wish to develop personal and interpersonal skills and processes. Particular focus on stakeholder management and relationship management.
- *Coaching for Performance*
 - For managers who want to improve the performance of their staff acting in the capacity of coach and for organisations wishing to develop a coaching culture.

Contact

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