



With serious academic credentials and 30 years experience, Dr Paul Victor is a behavioural and organisational change heavyweight.

Biography

Paul has an excellent track record in the field of organisational change as a thought leader, consultant, coach and Programme Director.

His ability to understand and integrate the complexities of organisational change into structured and high impact solutions has been valued by clients in over 30 countries.

His change methodology is based on sound philosophy, research and practical experience, and his approach to change management has consistently delivered outstanding business results for his clients at personal, team and organisational levels.

Paul has an excellent understanding of leadership and works with business

leaders to hone and focus their skills so that they mobilise their entire teams to deliver sustainable change and develop a consistent performance culture.

Practical leadership and consulting experience is augmented by an excellent academic record, which includes an MSc in Organisational Development and a PhD in Change Management.

Previous roles include Director of Change Management, Head of Occupational Psychology and senior leadership roles in blue-chip organisations.

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Qualifications

PhD in Change Management
University of Salford, UK

MSc in Organisational Development
University of Leicester, UK

PG Dip in Management
Thames Valley University, UK

Cert. Ed
Nottingham Trent University, UK

Fellow
Chartered Institute of People &
Development, UK

Level 1 and 2
British Psychological Society

MBTI
OPP, UK

Corporate experience

Paul had a very successful corporate career prior to moving into consultancy in 2001, with key roles including:

Director of Change Management,
VW Group

Key responsibilities included designing and managing the integration strategy for the acquisition of Rolls-Royce and Bentley Motors, leading multi-Union negotiations to develop terms and conditions to enable a 700% increase in production volumes, significantly enhancing organisational capability through a global recruitment and development programme for automotive engineers.

Head of HR, United Utilities

Key responsibilities included the design and implementation of a world-class benchmarked development programme for project managers; development of high impact Board development programmes; and integrating multi-functional Chartered engineer training into a comprehensive suite.

Head of Succession and Career Management, National Grid

Key responsibilities included the design and development of assessment methodologies to identify and track high potential successors to C-suite roles; provision of coaching for high potential and C-suite executives; and development of world-class leadership development programmes.

Consultancy experience

Since moving into consultancy Paul has worked with a range of clients in over 25 countries, with notable assignments including:

Design and development of a globally integrated HRD function that saved over \$20m each year through coordinated and integrated programmes

Led the design and implementation of a corporate alignment programme to coordinate and align activities across 23 countries

Designed and led the restructure of a global manufacturing company's engineering function to provide seamless end-to-end strategic service delivery and

saved \$10m in operating costs

Designed and ran the leadership development programmes for a UK University and over a dozen UK blue-chip organisations to deliver higher business impact and more sustainable business leadership capability

Designed the high potential programme (from assessment through to development) for a major finance organisation in the UK and US

Developed and led the implementation of a high impact corporate communications programme for a major automotive OEM, two UK-branded FMCG organisations and three professional services organisations

Coaching experience

Paul has worked as an executive coach for over 20 years and has logged over 10,000 coaching hours. He works with CEOs, MDs and senior executives, and supervises coaches worldwide.

His coaching style is engaging and compelling, with a strong focus on driving personal, team and business performance.

He focuses on the role of leadership behaviour in securing sustainable change. His high impact coaching links strategic and operational elements at all times, and is objective and action oriented. His excellent knowledge and experience,

combined with high cultural sensitivity, deliver excellent results, consistently.

Notable case studies include:

Coached CEO of a global organisation to enhance impact and executive presence as well as strategic decision making and development of leadership team

Coached CEO of a major insurance company to support development of a new business strategy to grow 3x profitable business over three years

Coached CFO of a global brand to successfully make the transition to CEO and achieve growth targets double that of her predecessor

Coached VP HR of an International organisation to support diversity and cultural impact strategies across 12 countries

Coached MD of manufacturing organisation to achieve strategic ambition of being an 'employer of choice' and reduced operating costs by 30% with increased quality and customer satisfaction

Coached CFO of a UK finance business to successfully make the transition to working globally and securing significant international growth

Coached senior leadership team of an international business (21 countries) and supported development of multiple leadership teams in subsidiary businesses