



DAVID EVANS

Leadership Effectiveness Coach, Organisational Effectiveness Consultant

PROFESSIONAL QUALIFICATIONS / ACCREDITATIONS

- MBA, Manchester Business School
- MSc in Work Psychology (University of London, Birkbeck College)
- Certified Coach (ACC, awarded by the International Coaching Federation)
- Barrett Values Centre Global Faculty Partner
- Member of the Association for Coaching
- Certified in Kirkpatrick learning evaluation
- Accredited to conduct several psychometric tools (Level A / B accredited by the British Psychological Society) – OPQ, Hogan, Belbin, TMSDI, ASSESS, BeTalent.

OVERVIEW

David Evans has extensive practical experience in business improvement and leadership. His passion is to develop and sustain thriving businesses by enhancing the effective contribution people make and fostering greater collaboration between people, teams and organisations. Highly experienced in both product and business-services markets, he operates well in all sizes of organisation in his role as consultant, coach, mentor and academic lecturer. Clients find his style approachable, challenging and outcomes-focussed.

David's career started in strategic planning before progressing into international consumer-goods marketing, sales and general management. He became highly skilled at new product development and marketing. His line-management approach focused equally on task and people. He led businesses through periods of rapid growth and significant change, delivering ambitious targets and simultaneously developing the people around him. As a consultant, David has won and delivered numerous consultancy projects, mainly focussed on leadership development, business improvement and organisational change. He has also led the drive for new service offerings and strategically-sound business development.

WHAT CLIENTS SAY

"David was instrumental in developing a bespoke 'Behavioural Safety Culture' model for my business unit and was the lead person on the operational delivery of the various modules. This has ensured our ethos & culture of 'Safe Operational Delivery' and has been recognised by our client as - Contractor Peer Leading"

- General Manager, global industrial services client

"David was able to swiftly come into a project to deliver a key aspect of design and train the trainer for an organisational wide Performance Management project. He got to grips with the requirements and used his depth of knowledge and experience to pull together a comprehensive programme. We have now delivered this across a manager base of c330 managers with superb results"

- Global Head of Learning and Development, Global Financial Services Provider

"David and I worked together on a UK rail franchise bid where I asked him to lead a workstream relating to organisational capability. David soon got 'stuck in' to the task at hand and worked with a small team to successfully deliver a core and enabling part for the whole bid. David was keen to learn on aspects of the business he wasn't familiar with and worked hard to meet the tough timescales of the bidding process. A successful appointment as far as I am concerned"

- Project Lead, UK Rail Franchising Organisation

CLIENTS EXPERIENCE

Rolls-Royce • Sanofi • Cape plc • ExxonMobil • Computershare • Newcastle Building Society • Celgene • ARROW Electronics



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AREAS OF EXPERTISE

- Design and development of learning programmes
- Facilitation of learning groups and senior teams
- Coaching for career development, improved personal effectiveness and strategy development
- Cultural change and organisational alignment
- Developing and operationalising strategy
- Leadership development

RESULTS: TRANSITION TO TRANSFORMATION

- Used the Barrett Model to conduct various values-based cultural assessments to establish leader-team-organisation alignment which enabled me to design personal and team development programmes to achieve a more effective workplace culture. Doing this work adds greater clarity to organisational strategy, a more harmonious culture and more effective business outcomes.
- Worked with senior leadership teams to define business strategy, develop execution plans and implement metrics frameworks to track progress.
- Worked with clients in the construction, oil & gas and nuclear industries to introduce and embed a behavioural safety ethos; working with middle managers and supervisors (as well as with senior leaders to embed appropriate behavioural role-modelling).
- Worked in the Pharma sector designing and delivering kick-off workshops for several multimillion \$ clinical trials. Conducting effective kick-off / launch meetings for key personnel involved in projects results in time-saved and improved speed to market / completion of the project.