

Dr Graham Wilson

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Aspirations

A behavioural scientist, author and commentator on many aspects of management, leadership, organisation and personal development, I have been very fortunate in the range of experiences that my career has opened up for me. In most cases, I helped deliver pioneering, and often quite exceptional, outcomes.

My primary interest is in facilitating the learning and development of leaders, executives, and entrepreneurs – individually and collectively.

As a confidant to some elite leaders in global business, government and the not-for-profit sectors, I help them navigate their own complex worlds to achieve outstanding results.

Having worked in many areas of executive education, I am now keen to contribute through a more formal academic environment ideally as a member of a team delivering a range of programmes at a variety of levels, to develop my own research themes, and to collaborate with others both in teaching and research.

I am looking for a ‘spiritual’ home where there’s a genuine resonance between my own aspirations and those of the institution.

Interests & specialisms

(Areas in which I have written, delivered keynote addresses, facilitated workshops, and led seminars to industry audiences)

PERSONAL DEVELOPMENT:

Coaching, Mentoring, Personality, Psychodynamics, Psychotherapy, Counselling, Human Development, Personal Development, Emotional Intelligence, Spiritual Intelligence, Social Intelligence, Networking, Problem Solving, Decision Making, Animal Behaviour, Ethology

LEADERSHIP DEVELOPMENT:

Team-working, Team-building, Group Dynamics, Leadership Development, Servant Leadership

ORGANISATION DEVELOPMENT:

Corporate Governance, Corporate Social Responsibility, Organisation Development, Organisational Behaviour, Organisational Politics, Human Behaviour, Workplace Spirituality, Total Quality, Customer Relationship Management, Innovation Management, Organisational Culture, Culture Change, Management of Change, Strategic Human Resources Management, Organisational Strategy, Company Strategy, Boardroom Effectiveness, Directorship, Six Sigma, Statistical Process Control, Design of Experiments, Taguchi Methodology

BUSINESS DEVELOPMENT:

Social Media, Social Networking, Internet Marketing, Consultative Selling, Management Consultancy, Professional Practice Management, Practice Development

PROFESSIONAL DEVELOPMENT:

Writing, Publishing Non-Fiction, Press Relations, Public Relations, Media Relations, Personal Branding, Creativity, Executive Job Hunting, Career Management

Summary

My career has focused on applying behavioural science to the world of work. This was initially through organisation development (OD), the management of change, working climate and cultures, with a particular focus on the development of exceptional self-managed team-working. As well as supporting clients' OD initiatives throughout the UK, Europe, the Gulf and Asia, I established, managed, and mentored online Alumni groups for two global corporates.

- As a consultant, I founded two niche partnerships, was General Manager & Director of the UK's largest firm of consulting psychologists, and Director of Strategic HR Consulting for the UK's largest consultancy PLC.
- As an HR practitioner, I was Group HR Director with ultimate responsibility for a 54,000 strong workforce going through a massive cultural change.
- As an author and researcher, I have published nine management textbooks and contributed nearly three hundred opinion editorial (op-ed) articles.

Throughout, I have contributed to executive education programmes in the UK, Gulf Region and India. My interest in individual development grew, so I trained in psychodynamic psychotherapy and developed and led corporate leadership programmes. Continuing this work with leaders, for the last 15 years, I have worked as an executive coach or *confidant* - with clients ranging from high-ranking UN officials, senior civil servants, chief executives, entrepreneurs, and a former Prime Minister - enabling my clients to identify their drivers, envisage the future that they would like to achieve, explore political, psychological and societal issues along the way, and progressively realise their own and their organisational dreams.

Alongside this, my method of senior executive job searching, based on both on- and off-line social networks, has evolved over the last 15 years, and is the subject of my latest book – published, as an experiment, in e-book format.

Having always been a relatively early adopter of ideas and 'technology', my work has often drawn on emerging theories, tools and techniques - from advanced statistical modelling and systems thinking, emotional and spiritual intelligence, workplace spirituality, micro-computing, the internet, social media and social networking.

While getting enormous personal satisfaction from my one-to-one work, I match this with facilitation of learning within small groups and larger-scale public-speaking - for both of which I receive very positive feedback as being thought-provoking, entertaining, inspiring and dynamic.

- From August 2012, I have run the leadership thread of the Adaptation Academy Summer School at the University of Oxford, Smith School for Enterprise and the Environment.
- Since September 2013, I have been a part-time lecturer in business studies, leadership and management at The Oxfordshire Business and Enterprise School (TOBES), at Abingdon and Witney College.
- In May 2015, as a part-time Tutor, I have designed and led the University of Oxford Advanced Coaching course.

In December 2013, I was asked to provide academic leadership to the ESRC-funded, ACCA project “Channelling Corporate Behaviour” – an exploration of the use of organisational culture to influence a shift from undesirable to desirable behaviour in the corporate sector. Previously, research-lead for the BACP’s Coaching Division, I contribute regularly to their journal. I am a Founder Mentor for OxfordLaunch – an intensive entrepreneurial start-up programme held at the Said Business School.

Education

2001	New Seminary, Oxford	Ordained Interfaith Minister and Spiritual Counsellor
1998	University of Surrey	Diploma in Psychodynamic Counselling and Psychotherapy
1985	University of Bristol	PhD Behavioural Science
1980	University of Bristol	BSc Natural Sciences
1976	Eggars Grammar School	10 'O', 1 'O/A', 4 'A' Levels

Awards

2012	Queen’s Jubilee Medal	
1993	Distinguished Fellow	The Institute of Directors, India
1992	Fellow	Winston Churchill Memorial Trust

Publications

(Nine management books in eight languages; more than 50 journal articles and conference papers; well over two hundred 'opinion editorial' items in mainstream and internet media.)

2014	Culture and channelling corporate behaviour – literature review (ESRC / ACCA)
2010	The Senior Executive's Emergency Job Hunt (e-book)
2007	Problem Solving and Decision Making (new edition)
2005	Six Sigma and the Product Development Cycle
1995	Self Managed Team Working: Flexible Route to High-performance
1994	On Route to Perfection: Guide to Achieving Six Sigma
1993	Problem Solving and Decision Making
1993	Making Change Happen: A Step-by-step Guide
1990	Taguchi Methodology within Total Quality

Employment & Major Assignments

(Since 1995, I have deliberately held a portfolio of part-time/interim posts for 1 to 4 days each week, had a selection of senior leadership development clients, and devoted the rest of the week to a range of voluntary roles with charities.)

2013 - present	TOBES	Lecturer, The Oxfordshire Business and Enterprise School <i>Leading corporate and open programmes in Leadership, Management and Business Studies</i>
2010 - present	GCAP/UofOx Smith School	Principal Scientist – Leadership and Politics – The Adaptation Academy <i>An internationally renowned summer school for climate adaptation advisers and policy makers</i>
2003 - present	Self employed	Leadership & organisation development executive coach; senior management Confidant.
2006 - 2009	QinetiQ plc	Workplace Chaplain / Chaplaincy Coordinator <i>Senior Management leadership coaching and business mentoring; personal development programme-design and facilitation; staff engagement & ethics</i>
1999 - 2003	Insight Partnership	Founder / Director <i>Leadership and organisation development consultancy; all aspects of business growth and management; portfolio of personal corporate coaching clients</i>
2000 - 2001	Sodexho UK plc	Group HR Director (interim) <i>Providing leadership for the HR function; leadership development of the senior management team; design and implementation of a culture change programme aimed at growth through innovation. Ultimately responsible for 54,000 staff throughout the UK.</i>
1996 - 2003	The 2020 Vision Project	Research Director (interim) & Non-Executive Director <i>A not-for-profit business think-tank investigating competitiveness issues in 2020; sponsored by the IQA and No 10 policy unit; responsible for overseeing research and communication activities</i>
1997-1999	Corporate Psychologists International (CPI)	Director / General Manager <i>Leading firm of occupational psychologists; Leadership and organisation development consultancy; all aspects of business growth and management; portfolio of personal corporate OD and coaching clients; design and delivery of various assessment and development centres for international blue-chip clients</i>
1995-1997	Salamis (Maersk)	Change Manager (Interim) <i>Devised and implemented a major culture change initiative providing multi-skilling pathways for all offshore trades, organising teams to self-manage with massive safety improvements and simultaneous cost-reductions</i>
1994-1995	PE International	Director of Strategic HR Consulting <i>Organisation development consultancy; all aspects of business growth and management; established major OD input to many clients (incl a significant leadership role in the introduction of the HMRC self-assessment project; additional portfolio of personal corporate coaching clients</i>
1991-1994	Tactics	Partner <i>Established a small strategy consultancy with a team of four partners; one of very few listed by the DTI for three of four Enterprise Initiative programmes - Strategy, Marketing and Quality.</i>

1989-1991	MRA International	Business Development Director <i>OD consultancy delivering 'Excellence' oriented programmes under the Tom Peters' umbrella to UK, European and Gulf companies. Responsible for coordination of all business development, UK and Gulf client management, delivery to a wide range of client companies.</i>
1987-1989	Coopers & Lybrand	Consultant <i>Member of small team creating an OD practice within the consultancy division. Many leading edge company programmes, incl major interventions at BNFL and BT.</i>
1985-1987	Exxon	Scientist <i>Member of a team responsible for vetting major expenditure requests; led in employee engagement and leadership behaviour feedback; supported implementation of personal computing and provided statistical support to technology programmes.</i>
1983-1985	Middlesex Hospital Medical School	Post-Doctoral Research Assistant <i>Range of behavioural science projects; teaching pre-clinical students; facilitating experiential learning sets.</i>

In my spare time...

Until very recently, I have been Chair of the Trustees of two charities, leading their substantial growth over roughly six years; the *South Central Ambulance League of Friends*, with over 600 volunteers, and the *Wren Clinic (All Hallows House Foundation)* - the largest complementary health practice in London.

In 2012, I was invited to lead the Research and Development activities of the Royal Life Saving Society UK in a voluntary capacity. As a National Trainer Assessor in the sport of lifesaving, I also regularly coach, run courses for Trainers, Assessors and Instructors, and am Chair of the *Surrey Branch* - a large and dynamic part of the Society with over 200 active volunteers.

Seven years ago, I established (and continue to run) a business and social networking group based in Oxfordshire, which has met every month since and now has a hundred participants. Five years ago, it span off an independent directors peer support group, which also meets monthly.

Naturally, I am a keen swimmer myself, and enjoy sub-aqua diving, motorcycling, reading and writing.