



**Consultant - Trainer -
Facilitator – Change
and Project Manager**

During an 18-year career as professional Engineer and Project Manager, Paul became fascinated with the human and organisational aspects of running major project-based businesses. Seizing the opportunity to become an Internal Consultant at a major construction company, Paul developed his talents for leading business improvement through change programmes involving a keen understanding of the “hearts and minds” issues that affect all staff. Paul has a rare bend of high value skills that can drive real improvements in project and business performance.

At his best when :

- analysing and simplifying complex problems
- developing open and honest relationships
- challenged to push the boundaries of current thinking
- required to turn thoughts into actions
- providing focus to problem solving groups
- working on novel and varied assignments
- he is required to make a difference

Some of the things you might like to know:

- An accomplished trainer and workshop facilitator in environments where senior project staff are required to develop class-leading performance.
- As an Internal Consultant for a major construction company, Paul undertook assignments for the Executive Board covering project performance, the effectiveness of project processes and company cost-base efficiency.
- In roles as Change Manager, Paul has led organisational changes programmes aimed at enhancing business performance through improved work winning and project management practices.
- Fast-track operational career involving numerous engineering / construction projects leading to high profit margins.
- Contributed to a doubling of work winning rates having led a major review of bidding and client relationship practices. This included the introduction of new work winning processes and a major development programme.
- Undertook the management of a high value, complex multi-disciplinary construction bids including the award of a £90 million joint venture contract.
- Established and led an auditing and review function within a major construction company where business risks on over £350 million of projects were reported back to Executive and PLC Boards. Here Paul developed skills in blending Corporate and Project Governance regimes.
- Undertook a review of the planning and programming practices across a large organisation where all recommendations were approved by the Executive Board
- A committed life-longer-learner with a hunger to encounter new and varied situations.
- An active Member of the Association of Project Management through work with the APM’s People Specific Interest Group and the APM’s East of England Committee.