

Accelerating Experience

Consultant Biographies
2019

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MIKE TAYLOR – MANAGING DIRECTOR

Mike is the co-founder and Managing Director of Accelerating Experience. For over a decade he has worked with Executive Teams and senior leaders enhancing their business performance and leadership, challenging and inspiring them to reach higher professional and personal goals.



Since Accelerating Experience began, the practice has achieved serious growth and reputation by analysing the balance and strength of clients' senior management teams. The data has been converted into personal and team programmes that, when instituted, have given rise to substantial improvement in commercial performance of client companies and greater pleasure, satisfaction and progress for their management.

Mike's clients include UK and European Directors, function heads and leaders in many Blue Chip companies and those backed by Private Equity. He has focused on raising business performance, helping clients to home in on the issues that raise and optimise performance. This ranges from personal and company strategy and implementation to stakeholder management and corporate fieldcraft and, not least, to motivational ways of leading people.

Earlier, Mike was Managing Director at Euroclear Group in Brussels with a global remit. Prior to that in London he was COO of CrestCo and Lombard Bank and Group Treasurer of Lombard North Central plc. He is well versed in M&A, ranging from sourcing and evaluation through to full implementation, in start-ups and rapidly growing businesses.

Together with Clients, Accelerating Experience has been proud winners of six prestigious Awards since being formed in 2005. Most recently: in the 2019 Financial Times' UK's Leading Management Consultants (in the People and Performance and Organisation and Change categories); and in the 2017 Management Consultancies Association Awards (in the Best Consultancy - People category). The awards recognise an innovative and bold approach to consulting and strong commercial focus in support of our Clients.

CHRIS ROBERTS – PRACTICE DIRECTOR

Chris is co-founder and the Practice Director of Accelerating Experience. He has spent the last decade working primarily in the professional services sector on behalf of market leading companies delivering strategic benefits through programmes that have brought about significant success in both personal and company performance.



Primarily with international organisations and their Directors, Partners and senior leaders Chris specialises in delivering growth and change in organisations, creating the right environment for individuals and teams to accept and embrace the need for change in response to external realities. He has a strongly action oriented approach, developing creative, challenging yet practical solutions with clients

Prior to 2005, Chris was Chief Operating Officer at Laurentian Life and Simmons & Simmons, creating and implementing global strategies and major projects which delivered significant business, cultural and operational change. In 20 years of leadership roles, he gained particularly strong expertise in global partnerships and in major transformations. Chris also has a keen interest in blending sports and business coaching. He advises and delivers mentoring and high performing team programmes for the British Triathlon Federation and other sports governing bodies.

A former Executive Director of EMCC UK, the European mentoring industry body, Chris strongly believes in robust standards for this new profession through education, accreditation and supervision.

Together with Clients, Accelerating Experience has been proud winners of six prestigious Awards since being formed in 2005. Most recently: in the 2019 Financial Times' UK's Leading Management Consultants (in the People and Performance and Organisation and Change categories); and in the 2017 Management Consultancies Association Awards (in the Best Consultancy - People category). The awards recognise an innovative and bold approach to consulting and strong commercial focus in support of our Clients.

DAVID BAILEY – PRINCIPAL CONSULTANT



David is a strategic level advisor and mentor to Boards and senior individuals, mostly in organisations going through turnarounds, rapid growth or strategic Mergers & Acquisitions programmes. His focus is on business goals and helping Directors, both individually and collectively, to achieve them.

Since 2009, David has worked with leaders of organisations ranging from niche domestic firms to major multi-nationals. He provides CEOs with the confidence to drive through dramatic change in turnaround situations, supports Boards to achieve high growth via new sales and marketing approaches and integrated business planning structures, and builds and delivers acquisition and integration strategies around Europe. He combines a mentoring style with content knowledge in a mixture to suit the situation and desires of the teams and individuals that he works with.

Previously, David spent 24 years as a management consultant operating in some of the world's largest organisations, including Lloyds TSB, Glaxo, Littlewoods Shop Direct and Department for Work & Pensions. He was Managing Vice President at Hitachi Consulting responsible for driving rapid growth in the UK, and a member of their Global Consulting Committee and European Strategy Board as the Group continued to move from a conglomerate to an integrated solution provider in multiple markets. Prior to this, David had co-founded and grown management consulting firm Impact Plus, which he sold to Hitachi in early 2007.

David was President of the Management Consultancies Association in 2005/6. He retains industry level involvement to this day, most notably as a judge at the coveted annual MCA Awards.

MARINA DIECK – PRINCIPAL CONSULTANT

Marina is leadership strategist who incorporates a unique blend of consultative coaching in her work with clients and organisations. Through combining an encouraging and challenging approach, balanced with humour and retaining focus on results and outcomes, she has a reputation for lasting impact.



Since 1994, Marina has advised and mentored senior executives, managers, and professionals across many sectors. Her consulting specialisms include strategic planning, building high performance teams, developing leadership skills and planning organisational change. Marina has particular interest in working with rapidly changing organisations and with senior women in business. Very pragmatic, she works with individuals and teams to resolve challenging business and personal issues, increasing engagement, unleashing discretionary effort and achieving outstanding business results.

Previously, Marina held international Human Resource management positions for 14 years, latterly as HR Director of Microsoft UK. In each of these organisations, she played an integral role during rapid growth and expansion and contraction phases, contributing to business strategy, revenue generation and operational effectiveness.

A former Executive Director of European industry body EMCC, Marina's leadership roles over 15 years have included Chair of European Standards, and co-founder and Chair of the European Quality Award Panel. She is committed to developing the professionalism of mentoring and coaching, has been a visiting lecturer at Imperial College London, and recently completed a diploma in the nascent topic of The Neuroscience of Leadership.

Accelerating Experience is proud to have won 6 major awards with clients since being founded in 2005, including most recently as one of the Financial Times' UK's Leading Management Consultants in 2019 in two categories: People and Performance and Organisation and Change. Marina has played a leading role in both these categories, making a huge contribution in those awards.

ANDREW GARNER – SENIOR ADVISER



A senior advisor and mentor for nearly 30 years, Andrew has helped fashion the make-up of Boardrooms across Europe, Asia and the USA. He has the unusual distinction of drive and vision in leading global organisations and the human touch to create capital growth in small businesses with large potential.

Andrew's style and approach has given rise to the development of strong relationships with significant business leaders in a diverse range of markets. His work at the highest echelons of the executive search industry has contributed greatly to the success and reshaping of many international organisations at Plc board level. He has undertaken many long-term mentoring assignments, especially with fast rising talent in leading FTSE companies.

Previously as Chairman and CEO of Boyden World Corporation, Andrew built the largest global search business still operating, growing to 64 offices in 40 countries worldwide. He then set up his own practice, which he subsequently floated on the London Stock Exchange and later purchased Norman Broadbent Plc, rebuilding its UK reputation and expanding its international footprint. He was a senior executive with Mars and Brooke Bond prior to becoming one of the world's leading executive search consultants.

Andrew is an accomplished international speaker. He has taught Career Management at Business Schools around the world from Harvard to Singapore. He was an Honorary Visiting Fellow at Manchester Business School and served on its Board for several years. He was also a non-executive Director of The Royal Philharmonic Orchestra for more than 10 years, playing a key role in helping the orchestra to return to financial health and to balance musical excellence with financial success.

HELEN MICHAELS – PRINCIPAL CONSULTANT

Helen is an inspiring Consultant & coach to executive boards, senior leaders and high potentials. She has a rare breadth of general management skills and first hand leadership experience. Helen specialises in customer and people transformational change from design to implementation, engaging colleagues to deliver business strategy, goals & company performance.



Since 1996, Helen has built extensive experience in consulting and interim assignments with UK and international directors at FTSE 100 companies and SMEs, in particular in the Transport, Telecoms, Hospitality and Service sectors. A sensitive yet forthright leader, she has great insight into what makes people tick to support them in fulfilling their personal and business goals and to retain a healthy work life balance. She works with clients to engage others by creating meaning for their people and embedding leadership practices that make a difference.

Helen's career began in accountancy, then joining British Airways where she quickly progressed to lead large teams through privatisation and periods of significant business change. Senior executive roles at PricewaterhouseCoopers and Monarch Airlines added to her functional leadership in Customer Experience, Marketing, HR, Operations and Finance. This background enables her to bring a 'big picture perspective' and depth of knowledge to her business relationships.

Her experience is underpinned by a business degree from Warwick University and executive programmes from INSEAD and the Institute for Applied Behavioural Science (USA). She recently completed the FT diploma in Non-Executive Directorship.

MALCOLM WRIGHT – PRINCIPAL CONSULTANT



Malcolm is an international consultant and mentor. His forté is in delivering high performance organisations, individuals and teams. Bringing extensive business experience, Malcolm is passionate about helping companies build business culture, leadership, performance and results.

Since 2004, Malcolm has been advising, mentoring and coaching many major international organisations. He works with global CEOs to senior managers, running programmes and change projects with global, regional, country and functional executive teams. His specialisms include Strategy, delivering high performance teams, culture and senior leaders with positive behavioural and attitudinal change through an empathetic, innovative, and balanced approach.

Malcolm has led many successful High Performance Team and Transformation Programmes across Europe and the USA with top 100 companies and their leadership teams. Many of his programmes are bespoke to needs of the organisation and cultural shift being sought.

Prior to 2004, Malcolm had 13 years Executive and non-Executive director experience internationally. He was Head of Europe then Global COO at DA Consulting (NASDAQ listed), after being Managing Director UK & Ireland for Equifax BIS PLC, where he led the turnaround of two merged major businesses to double digit profit and growth. Previously as EMEA Head of Sales & Business Development for Dun and Bradstreet he designed and built new International Key Account Programmes for their top 100 multinational clients across 3 Divisions and 22 countries, which were then rolled out globally. He has also been a Non-Executive Director at subsidiary level in BT PLC.

He has extensive knowledge in management and organisational development from studies over the years at INSEAD, Henley Management College and Harvard. He also brings qualifications in Executive Coaching and Emotional Intelligence for individuals and teams.

DAVID HEAD – EXECUTIVE COACH / MENTOR



David is an experienced Executive Coach / Mentor, specialising in Career acceleration, enhancement and change for Executive Directors, Partners and senior leaders. A firm believer in honesty and challenge, his natural commitment, enthusiasm and open pragmatic style help to inspire, inform and motivate.

David's mentoring and coaching style ensures maximum impact for his clients in every stage of a career, whether they are in a new role, a new context or new organisation. David's support acts as a catalyst and springboard for improved performance and development. He brings extensive experience across many business and functional areas in Professional Services, Technology, Finance and Marketing, having completed Board level searches for clients, ranging across a magic circle law firm, a big four consulting firm, a global commodity trader, a FTSE 250 Retailer, Global Publishers and well known Charities.

Formerly an executive search consultant, with 25 years' experience he satisfied clients' needs through both global and smaller boutique search firms which he co-founded and expanded. David was originally a Marketer with Ford, and has a first class degree in Politics from Essex University. He holds an EMCC accredited diploma from the Oxford School of Coaching and Mentoring.

David has established himself as a thought leader, writing articles for industry leading publications on subjects ranging from leadership development to career change.

DAVID PULLAN, COMMUNICATIONS SPECIALIST COACH

David Pullan has extensive experience in helping clients sharpen their spoken communications. He specialises in business development communication and key internal presentations, helping clients to unlock the complexity of messages that need to stick with their target audiences.



David has been coaching senior leaders since 2005. Working in some of the world's top organisations and SMEs, he helps clients adapt their communications for different settings from Board and Executive committee sessions, to town hall meetings and video conferences. As important, he helps build confidence to face the most cynical customer to the toughest board, with an authentic and individual style.

David gives clients a 'mental and physical toolbox' so that they feel in control of any audience and confident that when they leave a room they will have made a positive difference. He uses qualitative assessment tools to help clients measure their initial communications capabilities and progress.

Before becoming a leadership communication Coach, David was a professional actor for 20 years with the Royal Shakespeare Company, Royal National Theatre, BBC and Paramount Pictures. Professional qualifications include acting training at National Institute of Dramatic Art, Sydney and a BA, which included psychology and philosophy. He recently completed a diploma in Cognitive Behavioural Hypnotherapy.

David is a member of Association for Coaching and Applied Improvisation Network. He continues to work both as a broadcast voice-over artist and conference host, both of which keep his own communications skills at the sharp end.