

## Aubyn Howard



Aubyn Howard has 25 years experience as a management consultant, working on strategic and organisational assignments in the UK and internationally. He helps organisations bring about transformational change by working closely with senior management teams. He draws upon his skills as consultant, change agent, educator, facilitator and coach according to the needs and situations of his clients.

He worked in the Merchants Group for 17 years, heading up their customer management consulting services before going independent in 1999. He has since applied his core expertise in strategy, change, leadership, learning and development within a variety of commercial and non-commercial sectors.

He has a deep understanding of how to facilitate transformational change and development within individuals, teams and organisational systems, bringing together behavioural, psychological, cultural and systemic perspectives. He draws upon his extensive experience of working across different sectors, cultures and countries to catalyse creative learning, collaborative working and performance improvement within his clients.

Aubyn and his wife Diana also run leadership courses and personal development retreats from their Château in the South of France, with a focus on developing the meta-leadership capacities needed to tackle today's increasingly complex organisational and global challenges.

His clients include: Abbey, British American Investment Group, Birmingham & Solihull Business Link, DfES, Digital, European Union, GSK, Hays, HgCapital, IBM, Lloyds TSB, London and Continental Railways, O2, Oracle, Mercedes, Nycomed, Roche, T-Mobile and other clients in financial services, ICT, retail, leisure, travel, transport, pharmaceuticals, healthcare, utilities, and business services.

### Qualifications and study

- MSc in Change Agent Skills and Strategies (Surrey University)
- BSc Economics (Bristol University)
- Post Graduate Certificate in Education
- Spiral Dynamics Certified Practitioner
- Neuro-Linguistic Programming Certified Practitioner (NPLU)
- Four years training and supervision with the Institute of Psychosynthesis
- Course tutor for the Surrey University MSc in Management Consultancy

### Illustrative assignments and activities

**Organisational design and change management for pharmaceutical Global Discovery.** Supporting the new Head of Global Discovery to reshape his organisation and bring about a more innovative, drug hunting culture across different international sites in Europe and India. Facilitating and coaching the new leadership team in their development.

**Change implementation programme for international pharmaceutical merger.** Supporting integration of two pharmaceutical companies across international borders and guiding the change implementation of a new operating model over three years. Supporting members of the extended leadership team and their teams through the challenges of the human change process. Includes leadership profiling, 360 feedback, facilitating team off-sites, team building and personal development planning, according to each clients' needs. Departments include: International Outsourcing, Medical, Strategic Planning, Drug Safety, Pipeline Sourcing.

**Senior Management Team 360s, leadership development and team building in the Rail sector.** Conducting in-depth qualitative 360 feedback assessments and leadership profiling, followed by leadership development coaching with senior executives. Facilitating the senior management team to lead the organisation through significant change and transition.

**Strategic marketing training seminar for senior executives.** Designed and delivered a four day off-site seminar for sixty senior executives across a broad based Group of companies in Mauritius, including financial services, transport, travel and retail. Providing on-going support for strategic marketing planning and customer oriented change management.

**Commercial and organisational due diligence.** For private equity company investing in the administrative services and e-learning sectors. Investigated marketing, customers, channels and customer service operations, organisational and cultural issues. Profiling, assessment and succession planning with the senior leadership team prior to purchase and subsequent facilitation of the team for strategic planning and leadership development.

**Organisational Development and Change Management on Phare TA to SME sector in Romania.** Carried out organisational diagnosis as a starting point for addressing key organisational issues within the ministry for SMEs. Key programme elements include design of an organisational development programme, selection and training of a change champions team and guiding the new senior management team to lead the change.

**Change programme diagnosis, design and implementation for UK bank.** Working with the change programme director to design and implement a critical organisation wide engagement programme to bring about behavioural change in support of new strategy and brand repositioning. Facilitating change workshops with the retail bank's senior management team and next level down teams.