

ANDY BEAUMONT



Expertise

Andy supports BHW with his expertise as a coach, trainer and facilitator in the diverse area of personal and interpersonal development. This includes leadership and management, teams and all that implies as well as personal competencies such as communication, influencing, assertiveness, and confidence.

It is the application of these areas to achieving results that distinguishes Andy's work. When organisations have all the knowledge it is often a lack of personal capabilities that hampers real results. This means supporting large process improvement initiatives with the capabilities that cement knowledge and implementation, as well as specific programmes to develop individuals.

Consequently Andy has had a key part in the delivery of six sigma, lean, process improvement and systems development initiatives, working with organisations such as Network Rail, Visteon Automotive, and Vodaphone. He has also designed and run leadership and skills development programmes for organisations such as Unilever, Ford and BEA systems.

Such programmes are often linked to a wider process of cultural change. Supporting such organisational development has seen Andy working in the US and Europe to guide and execute cultural shifts within organisations.

When it comes to building internal organisational capacity he takes responsibility for the development of internal training capability, working with technical experts to build confident, engaging and successful trainers who are then able to deliver complex programmes internally.

Andy balances his engaging, energetic style with his coaching capabilities that allows him to support and challenge clients so creating learning opportunities.

Clients

Reflecting the nature of his areas of expertise Andy has been involved with a broad and varied client group – ranging from large, commercial organisations, such as Ford, Vodaphone, Unilever, The BBC, Network Rail, Barbour International and BAE systems to National and Local Government, including The Ministry of Justice, and The Big Lottery, as well as councils and smaller local organisations.

History

Andy's grounding in managing people comes from his initial training as a teacher. This rapidly translated into working with adults, supporting the personal development of engineering staff at British Airways, Rolls Royce and Ford.

Invited to join Ford, he spent several years as a Process Consultant within Ford of Europe, working with many high profile projects to ensure the smooth running of departments and product launches, as well as trouble shooting and designing solutions to address capability gaps.

Using this experience Andy established a training and development consultancy, which has meant working on a huge range of diverse projects with an equally wide group of clients. A background in engineering, production orientated organisations was a springboard into supporting the development of technical processes through developing people. He has trained many internal trainers and coaches, several of whom have gone on to successful careers as delivery consultants. Andy is also an NLP master practitioner, has a diploma in business management, and is a qualified coach experienced in using various psychometric tools and models of personal development and communication.

