

Curriculum Vitae – Michael Leigh

Personal Profile:

An occupational psychologist, a Career Path Appreciation practitioner and a Master Practitioner of NLP with 15 years consulting experience as both an independent practitioner and as a director plus senior management in a large organisation.

My prime interest is integrating people and organisations in ways that allow people to use their capability while ensuring organisational effectiveness. I have attempted this through a variety of means including:

People development

- Individual Career Development – evaluation of capability and coaching for senior managers up to board director level of major plc's.
- Organisational Career Development - designed and delivered development centres including assessor training. Has also been an assessor for Jaguar, Heinz, ICL and others. Defined career strategy for organisation of 3000 people including designing a personal development programme, a learning resource guide and a career atlas.

Organisational development

- Organisation structure - worked with the HR Director of a niche mortgage provider to review and restructure work for continued growth. This included, clarifying accountabilities, role definition and the identification of individual potential.
- Competencies - conceived the idea of level - specific competencies and introduced them to BAA, Nationwide and Eagle Star. This has been extended at BAA to include leadership competencies. At Nationwide this was the basis for pay broad banding and at Eagle Star was part of their performance management system.



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Employment history:

Michael Leigh Consulting	Principal Consultant Formed my own consulting practice focusing on individual and organisational development. Assignments have included: defining competencies for UK probation officers; designing a new management structure which featured levels of work, generic accountabilities and level - specific competencies; designing and running a development centre for an NHS trust hospital; delivering a Fair Treatment System in New Zealand and Australia for CRA (now RTZ); evaluating capability for ICI senior management development programme with Hay in the UK and the USA. I am also Head of Organisational Psychology for John Seymour Associates.	1993 - 2006
Pearl Assurance	Management Development Manager Defined new management development vision, strategy, policies and practices. Introduced competence framework as basis for graduate and management development centres, appraisal and training. Managed consortium MBA programme.	1990 - 1993
ADC Consultants	Consultant Psychologist Joined newly formed human resource consultancy. Focused on job analysis, competence definition, development centres and self - insight assessment centres. Left when invited to join Pearl, a previous client of mine.	1989 - 1990
AGC Consultants	Director Initially Consultant, and latterly Director, with a small team of psychologists. Reorganised the consultancy to improve profits. Assignments covered selection and development up to managing director level. Left to widen experience.	1987 - 1989
Career Analysts	Consultant Psychologist Career guidance, career review, redundancy counselling and management selection. Offered partnership but wanted to broaden and gain more commercial experience.	1985 - 1987

Professional Memberships:

Associate, Brunel Institute of Organisational and Social Studies

Member, Association for Management Education and Development

Member, British Psychological Society

Member, Institute of Personnel and Development