

delivering **high performance**



*"I enjoy the challenge of new people, new learning and new business. Helping leaders and managers to become exceptional is what really motivates me."*

### **A successful trainer, facilitator and coaching professional for nearly twenty years with a reputation for exceptional results.**

Paul has experience delivering Coaching, Leadership and Management Development Programmes across the UK, Europe, Australia, Africa, Middle East and USA. (see career detail)

Paul is a highly confident, self aware and capable facilitator and coach. He works in a very lively and engaging fashion bringing a strong commercial focus to his work.

Paul's focus is on behavioural change, both individual and team, with a strong psychological element to his work. Paul inspires confidence and enables others to generate insights about themselves and their impact on people around them. Paul is supportive, inclusive and challenging, when appropriate, but always with a clear focus on learning and improvement.

Paul provides a safe space within which people can develop greater self awareness, challenge their beliefs and values, generate different choices and commit to behavioural changes - always in the context of business success.

### **Training Philosophy and Approach**

Paul believes in creating a safe environment within which people can explore and learn. An environment of stretch and challenge, where insights and commitments to change can happen.

Establishing trust is key to enabling individuals and teams to discover and learn. Providing structure engenders trust and openness. At the same time flexibility of approach and response enables individuals and teams to develop insights.

Business learning means **practical** behavioural change and transfer of new strategies and approaches into the workplace.

### **During the past 18 years...**

- Over **40** leadership and management programmes delivered
- Over **16,000** hours workshop facilitation / training delivery
- Over **2,500** hours of face to face executive Coaching
- Over **50** blue chip and SME clients

### **Facilitation style**

- Professional and energised
- Structured but flexible
- Supportive and strong
- Engaging and challenging
- Intelligent, simple and clear
- Insightful and enabling
- Theoretical and practical
- Focussed on results

stronger in **partnership**

*"I work hard to deliver exceptional training, coaching and client service that's why I have an excellent track record and such long client company relationships..."*



## Expertise and specialisms:

- Design and development of learning workshops and programmes
- Leadership, management and soft skills development
- Junior managers to C-Suite executives of global companies
- 1 to 1 Coaching and Coaching skills training
- Self awareness, resilience and behavioural change
- Communication and relationships
- Top team facilitation and development

## Client case studies:

### Experian UK and USA (2013-16)

**Associate contract to re-design and deliver a highly creative new Leadership Development programme called 'Inspire'.**

**Target audience:** Country presidents and their teams, regional directors across the UK and USA.

**Format:** Five module programme, three days per module spaced over eight months with 1 to 1 coaching meetings for all participants between modules. Seven cohorts – Over 100 senior executives

**Outstanding features:** Powerful self awareness and values work. Feedback from participants on the programme was exemplary.



### John Laing (2012-15)

**Contracted via a managed learning provider relationship to design and deliver Management Development Programmes to 10 cohorts of senior and middle managers.**

**Target audience:** Senior managers and their teams

**Format:** The programme consists of 5 Leadership modules: The workshops are one day in duration. Over 100 managers

**Outstanding features:** Managing mixed experience in the cohort groups. Generating a network of managers to support change.



### Atradius (2012 to the present)

**Associate contract to facilitate a programme of board facilitation and leadership development.**

**Format:** Facilitated senior team sessions on leadership, coaching and disciplined focus with senior executive coaching.

**Outstanding features:** Developed a culture change campaign for the UK business

committed to **experience**

## A-GAS®

*“One of the great satisfactions is to enable individuals and teams to develop new insights, skills and understanding for themselves and help them define new ways of working and behaving...”*

### A-Gas (2001 to the present)

Designed and delivered a management development programme in 2001, most recently designed, planned and delivered a global culture change programme and exec coaching for board members and country MDs

**Outstanding features:** Close understanding of the business, tangible culture change, more effective board team, video based learning resources created, board level strategic facilitation.

### Career

- **1998 to the present Paul Dowding Training Ltd.**  
*MD / Senior Trainer / Facilitator / Coach*
  - **2012 to the present Positive Reframe Associate Trainer**  
*Facilitator / Coach*
- **1992 –1998 Colleagues Direct Marketing**  
*Client Services Director responsible for large client development. Second largest marketing agency in the UK.*
- **1988 – 1991 Self Employed Consultant and Trainer**
  - University of the West of England 1988 - 1991  
*University Business Dept Lecturer and Trainer*
  - City and Guilds of London Institute 1988-1990
  - Verifier & Moderator for NVQ T&D awards
  - Certificate in Counselling Skills (CGLI)
  - NVQ in Learning and Development (CGLI 3)
  - Staff Assessors Award (CGLI 9292)
- **1986 – 1988 Newton Training, Bath, Avon**  
*Training & Development Manager*

### Clients



A-Gas ● Aardman Animations ● Astellas Pharma ● Atradius ● BAT ● Cranfield Management College ● Dartington Hall Trust ● J. Walter Thompson UK / Asiatic ● GKN Aerospace ● Grayling Public Relations ● John Laing ● NCFE ● Schumacher College ● Veale Wasborough Lawyers ● Westward Group ● WWAV Rapp Collins ● and many others

UK ● Europe ● Middle East ● USA ● Africa ● Australia

## Other successes and contact details

inspiring **confidence**



*“The values that I try to espouse in my business life are; trust openness, honesty, and integrity. I believe my training style is creative, engaging, challenging and enjoyable...”*

### Other successes

#### Founder / Chair of Trustees of Alive & Well

a new charity working in Africa (Sierra Leone) to provide safe water to the most impoverished and forgotten communities on the planet by providing equipment and knowledge to drill wells, training local crews and providing the equipment to create a sustainable process.



I lead the initial expedition to Sierra Leone and repeated expeditions since. I believe that in order to be an effective leadership trainer and coach you have to live your leadership each day. You have to be the leader that you seek to help others develop in themselves.

Our initial expedition to SL's mission was to drill safe drinking water wells for some of the poorest communities on the planet. We trained a local crew – the most interesting training assignment of my career! The crew now drill free wells (we pay the costs and their wages each month from the UK) for communities in the region. We have changed 15,000 people's lives so far in 4 seasons with 60 wells drilled. The Ebola outbreak posed serious leadership challenges.

Alive & Well ([www.alivewell.org.uk](http://www.alivewell.org.uk)) is my leadership in action in a different very demanding context.

**Founder and festival director** of a bi-annual music festival catering for 1000+ people camping over 3 days. This will be our 20<sup>th</sup> year.

**My three fine sons** – Sam (30) Environmental Consultant (Dubai), Max (25) Film-maker, Luke (22) Arboriculturalist and Tree Surgeon. I live with my wife of 32 years in Somerset, South West England, UK.

### Contact Details:

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