

# Our consultants and coaches

## Julian Simcox



### Julian Simcox MBA

Julian is a skilled coach and facilitator who offers to our clients his rich experience and knowledge of supporting change in complex environments. He ably supports key individuals in embracing the dynamics of a whole system, particularly in times of change.

With a highly successful hands-on operational and managerial background in retail and manufacturing, particularly with House of Fraser and Clarks Shoes, he is an excellent thinker and a published author on topics including Total Quality, the integration of Management and Leadership, and Evolutionary Organisational Development.

### Experience

Julian moved into independent consultancy in 1994 and since that time has worked with a variety of organisations with a focus on overall system improvement. His portfolio covers public and private sector clients where process innovation and strategic change have been among the key needs, including particularly far-reaching and comprehensive involvements with BMW, Shell and Corus.

Recent involvements include:

- Supporting Primary Care Trusts in the South West as they transition to being World Class Commissioners, especially the process-based aspects. Also supporting managers and clinicians in the taking of accountability for delivery systems via robust evidence-based management and leadership
- Supporting an NHS Chief Executive in applying Lean methodologies
- Facilitating the redesign of the UK's Flood Defence Capital Investment Process with the Environment Agency
- Facilitating the integration of the culturally distinct Environment Agency and English Nature so they could jointly deliver their Biodiversity and Flood Risk Management targets

### Education and training

Julian has degrees in Business Administration, Education, Economics and Statistics from the Universities of Bath, Leeds and Salford. He is a member of the CIPD, and PWST (Partnership for Whole System Transformation). He is also affiliated to Bath University's Centre for Research into Strategic Purchasing and Supply. He can also draw on:

- Certification to use the Leadership Development Framework
- Extensive training and experience in Taguchi methodologies
- Extensive training and experience in Value Stream Design and Lean Thinking

### Working with Julian

Julian is appreciated by senior leaders and those at all organisational levels for his ability to consult, coach and facilitate in extremely productive combinations. He is often called upon and trusted where the organisational issues are complex and systemic. He is very pragmatic, quick to distinguish signal from noise, with a calm presence that enables him to build excellent working relationships.

His private passion is writing and performing indie/ folk rock music. This provides insights that influence the way people think about the work environment.



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**To discuss how Julian could help with your change challenges, in the first instance contact our main office**  
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