

# Our consultants and coaches

## Andrew Day



### Andrew Day Chartered and Registered Psychologist

Andrew supports our Managed Change™ consultancy portfolio and is a skilled coach. He combines his organisational and commercial experience with a psychological background and training to help people take stock of themselves and their organisations.

His primary focus in his work is around helping leaders and change agents facilitate organisational change. This includes helping them to develop strategies for change, to support groups and individuals in making transitions and to work with the dilemmas and tensions that are part and parcel of the process of change.

### Experience

Andrew has spent the past 15 years working in and with large organisations, including in the telecommunications, manufacturing, healthcare, energy and charitable sectors. He worked for 8 years in Ford Motor Company, including at Board level and internationally with senior managers across each of the different functions and brands. He has substantial experience supporting organisations undertaking strategic and operational change in an international context.

Recent involvements include:

- Helping a logistics supplier to a global automotive components manufacturer work with its partner to introduce lean logistics processes in its European operations
- A three year consulting project to help a manufacturing plant introduce self-managed workgroups
- Coaching the CEO of an internet company to develop his leadership skills
- One-to-one work with an Executive to lead a major strategic change within a global manufacturing organisation
- Facilitating the integration of a merger between two agricultural businesses including developing the organisation structure, developing the new leadership team and facilitating cultural integration
- Developing the Executive Team of a European technology company to help it lead performance improvement and culture change

Andrew is a Faculty member for the Ashridge Masters in Executive Coaching.

### Education and training

With first and higher degrees from the Universities of Newcastle and Hertfordshire, Andrew is a Registered Occupational Psychologist. Other qualifications he draws on include:

- Professional Doctorate in Occupational Psychology (UEL)
- Advanced Organisation Consulting (Tavistock Institute)
- Professional Doctorate in Counselling Psychology & Integrative Psychotherapy (Metanoia Institute / Middlesex University)
- Master of Managed Change™ (LaMarsh & Associates)
- Accredited Executive coach (Ashridge)
- Psychometric certification by the British Psychological Society, and individual instruments including OPQ, Firo-B and 16PF

### Working with Andrew

Andrew cares about helping individuals and groups to make sense of their experiences in organisations, to increase their appreciation of difference and diversity, and to take responsibility for creating change in their lives. He works to involve groups and individuals, from all levels of the organisation, to improve collaboration and participation in the process of change.



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**To discuss how Andrew could help with your change challenges, in the first instance**

**contact our main office**

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