

Roger Minton

Expertise:

- Management of supplier relationships with leading Business schools to design and deliver leading edge Executive Education
- Design and management of talent management strategies and processes in global organisations
- Executive coach
- Executive assessment and development centre design, delivery and project management across multiple countries
- Design and implementation of Action learning methodologies to drive ROI and Executive development
- Identification of High Potentials – Design and delivery of tailored development to build pipeline of Global leaders

Examples of experience:

- *Build Learning & development approach to globalise programmes with consistent content and – where appropriate - local delivery*
- *Extensive Development Centre Design, delivery and project management experience*
- *Leadership of Executive assessment processes and incorporation of outcomes into global talent management processes*
- *Identification of high potential leaders and design/delivery of development solutions*
- *International experience working with multi-cultural teams*
- *Many years experience of designing and delivering leadership development programmes worldwide*
- *Coaching with a range of leaders in the business, public sector and charity sectors*

Profile:

Roger is a Leadership development consultant and Executive coach. He spends periods of time in interim roles both managing leadership development functions and as HR Director

Prior to becoming an independent consultant in 2002 Roger held senior HR and development roles in retail companies (House of Fraser and Somerfield) as well as HR Director at Blackwell Science publishing and HR Director at TME-Torpy – an engineering consultancy wholly owned by Enron Europe.

Consultancy and interim assignments have included a wide range of challenges and industry sectors, including:

Interim Head of L&D and Talent (2 years) – Petrofac Oil & Gas

Interim Head of Leadership Capability (1 year) – BG Group oil & gas

Interim Group Head of Leadership development (3 years) – Anglo American mining

Freelance Programme Director – London Business School (2 years and ongoing)

Interim HR Director – Aldelia Ltd (5 months) – Recruitment consultancy – Oil & Gas sector

Interim HR Director (2 years) – Apertio – a telecoms software developer since acquired by Nokia

Interim HR Director (18 months) – Heritage Managing Agency – a Lloyd's Underwriter

Design of L&D strategy for the Cabinet Office

Interim Head of management development and OD (18 months) – Transport for London

Design of Performance management and Talent management strategies for various organisations and delivery of related development programmes

Executive coach as part of Tetra Pak's "Top Executive" development programme

Roger works closely and collaboratively with clients, providers and Business schools to meet Executive development needs. In a Global career Roger has experience of working in Europe, the US, China, Latin America, Africa, Malaysia, Australia and India

Clients include:

Petrofac

Tetra Pak

Anglo American mining

Exxon Mobil

Nestle

Oman Oil

BG Group (oil and gas)

Taylor & Francis (Academic publishing)

CMS (Architectural practise)

Envision (Youth charity)

Gordon Institute of Business Science (FT listed Business school based in South Africa)

Cabinet Office

Transport for London

Resourcing Solutions Ltd (Recruitment consultancy)

Global Resins Ltd (Manufacturer)

Canopus Managing Agency (Lloyd's Underwriter)

Thomson Financial (now Thomson Reuters)

Argo International (Lloyd's Underwriter)

Chisenhale Dance Space (Non-Executive Director of this charity)

Qualifications

SHL Assessment & Development Centre design

ICF accredited Executive coach

BPS accredited level A & level B

MBTI, Hogan Development Survey, HPI, OPQ,

Chartered MCIPD