



A learning and development specialist with over 30 years experience, Tony designs and delivers learning and development programmes for individual, team and organisational development.

He can draw on his background in outdoor experiential learning to enhance the impact of his work with leaders, managers, graduates and apprentices.

Tony worked for over a decade as a senior operations manager in a national youth charity providing experiential L&D for children youth and adults. He has hands-on experience of leading key strategic projects, as well as designing and delivering to organisational clients. His practical leadership and management brings pragmatism and empathy to his work.

Tony is passionate about helping individuals thrive in fast changing environments. He does this by developing their capacity for learning and resilience and through promoting better ways of working. For example, using collective leadership as an approach to better manage complexity.

Tony seeks to deliver both immediate short term improvements to performance and long term leadership capacity.

Tony is currently studying Executive Coaching Level 7 to develop a deeper understanding of the psycho-dynamic factors helping and hindering adult's learning.

KEY RECENT CLIENTS

- Jacobs Engineering (UK and EMEA) – Graduate and new managers learning leadership, management, and networking skills and behaviours.
- NHS Central Manchester – Masters qualified managers developing collective and practical leadership skills.
- EEF, Jacobs, TTE – developing Apprentice's attitudinal and behavioural competences.

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RECENT KEY PROJECTS

- **Channel Tunnel Group, Hollywood Express** – Senior Executive team developing increased mutual understanding and self-awareness
- **Bass Group** – Selected Senior managers re-framing their ambitions for their final ten years of corporate life
- **Skanska** – PFI senior team-development to accelerate optimal performance; building networks across organisational, geographical and functional boundaries for operational managers
- **Bass Group with Cranfield University** – fast track managers mini 'MBA'
- **Barclays, Orange, Anderson Consulting, Phoenix Contact* and Mann*** – facilitating development of leadership skills, based on competency framework appraisals, MBTI or DISC
- **Balfour Beatty, Transco** – Project teams developing better approaches for managing repair and maintenance teams resulting in reduced completion time/cost
- **NHS Prescription Pricing Authority** – Coaching skills for middle managers and creating 'space' to coach within a bureaucratic structure;
- **Lancaster University, Nottingham Trent University** – Business students developing team ethos and understanding personal impact on their peers
- **Costain, Civil Service, Laddaw** – Graduate managers learning leadership and management skills, attitudes and behaviours
- **Nestlé** – Speaker and experiential facilitator providing experiential events to global brand leader's conference in Rome

*Projects based in Germany