



## MIKE RICH

Mike Rich has over 25 years of experience in developing individual potential and leaders and has partnered with major UK & global organisations both in the public and private sectors to achieve key business outcomes.

Mike possesses a combination of real-life hands-on practical experience of organisational, team and personal development both from within organisations and externally in his role of Principal Consultant for a number of international Business Management & Consultancy firms. As such Mike has had the opportunity to provide expert consultancy in a broad arena.

Mike has extensive experience in designing and delivering assessment programmes for senior executives. He is also a highly skilled developer of senior level leadership capability through 1-1 coaching and leadership development programmes. As an experienced coach he applies a range of key theoretical principals in his approach to coaching, including Cognitive Behavioural, Gestalt and Psychodynamic approaches. He believes in a collaborative strategy with clients, and selects the most appropriate coaching model to suit their needs. Mike is comfortable in viewing and experiencing his own life through these frameworks, and as such is able to bring real-life practical experience to his coaching sessions.

Mike is a strong believer in continued professional development and has gained professional qualifications in multiple-assessment methodologies and a wide range of psycho-analytical approaches. He is a member of the British Psychological Society (BPS) and qualified at levels A & B in occupational ability & personality testing including: OPQ-32; MQ; MBTI Step 1 & Step 2; FIRO-B; 16PF-5; Margerison-McCann Team Management Profiling; and Emotional Intelligence. Mike is a qualified practitioner in Strategic Leadership Assessment and Development (Management Research Group) is a qualified 'Talent Assessment' practitioner (Spherion); and is a qualified and licensed Master Practitioner in Neuro-Linguistic Programming.



## LIZ RICH

Liz Rich has over 20 years of personal experience working closely with and within senior management teams. As a consultant and executive coach she now specialises in supporting individuals to create and deliver custom solutions in the areas of organisational performance, leadership development and talent management.

Having worked at board-level, Liz is well positioned to help clients to implement strategic plans and address the business challenges caused by changes in the business environment; growing market share; driving innovation; restructuring; retaining talent; integrating acquisitions; and improving performance.

Liz has considerable personal experience of defining and influencing the strategic direction of HR issues, particularly in relation to all recruitment, retention and development policies, linking in with leadership and management development, performance-management, succession-planning and remuneration.

Key areas of consulting expertise include:

- Designing and implementing leadership evaluation and development processes including leadership pipelines, competency frameworks; talent assessment; third-generation Assessment & Development Centre methodologies; 360-degree feedback; executive coaching
- Facilitating cultural change programmes, creating context, environment and processes to drive change. Including integrated performance management processes; infrastructure and tools to drive capability improvement, including climate surveys and bespoke 360-degree processes
- Supporting senior/middle-management in defining and implementing recruitment, promotion, selection and retention programmes across a wide range of organisations both in the public and private sectors

Liz has a Masters Degree in Personnel Management and Organisational Development and is a Fellow of the CIPD. She is also a member of the British Psychological Society (BPS) and qualified at levels A & B in occupational ability & personality testing including: OPQ-32; MQ; MBTI Step 1 & Step 2; FIRO-B; 16PF-5; Strength Deployment Inventory; Personal Directions (Management Resource Group); and Emotional Intelligence. Liz is a qualified and licensed Master Practitioner in Neuro-Linguistic Programming and holds a qualification in Cognitive Behavioural Therapy.