



CLIENT EXPERIENCE

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STANDARD LIFE
SAGE GROUP
ROLLS ROYCE
ENI
RIO TINTO
KERRY GROUP
CINVEN
HG CAPITAL
SANTANDER

BOARD EXPERIENCE

GLOBAL RISK PARTNERS LTD - CHAIR OF THE FCA REGULATED COMPANY. (Member of all committees; Risk & Compliance, Audit, Governance RemNom and M&A Investments)
HOOD GROUP LTD - CHAIR OF ALL COMMITTEES
UTILITY AID ENERGY LTD - NED (Chair of REMNOM)

OVERVIEW

Andy has been a mentor since 2012 following a CEO career spanning 25 years in the financial services sector including three years on the main board of a FTSE 100 company. Currently he is a Non-Executive Chairman of two financial services companies and an Angel investor in over twenty start-ups.

His mentor experience includes supporting Private Equity partnerships and CEOs & C Suite executives working for FTSE 100/250 companies and. His assignments have included CEO succession preparation, C-suite transformation, Excom and SLT team leadership development. He has a Master's Degree in Coaching & Mentoring from Oxford Brookes University.

APPROACH

Andy's philosophy is that all leaders are capable of a progressive and permanent shift in their capability and that of their teams, but only if those leaders are prepared to make the shift. He believes that performance improvement and development begin with understanding the positive capabilities of the individual, the team, and the organization. His focus is to build on the strengths of his client, to help him or her stretch their capabilities, and to widen and deepen her or his perspectives.

He sees inclusion, diversity and followship as key to better decision making. He subscribes to working in an open, trusting, but always challenging way with his clients and believes in honest and constructive feedback. He is certain that all of us have the potential to deliver more, better, faster, and thereby to achieve greater happiness and meaning in our lives and the lives of those we influence. He helps his clients seek out concrete performance and development outputs.

CAREER HISTORY

As well as being an experienced CEO Andy has in recent years established himself as an experienced Independent Non-Executive Director and the Chair of several boards in the software, utility, and insurance sectors, two of which were backed by leading Private Equity firms in the UK and Brazil. He was previously Chair of Merryck, Chair of the Motor Insurers Bureau, and Chair of the British Insurance Brokers Association and President of the Chartered Insurance Institute.

PERSONAL

Andy is married with two sons and three grandchildren and he lives in both Surrey and Spain. He is a Fellow of the Chartered Insurance Institute and a Past President of the International Body. He is an Alumnus of Wharton Business School, Philadelphia, Ashridge and SAID Business School in the UK. He holds a Master's Degree in Coaching and Mentoring Practice from Oxford Brookes University and is an Honorary Visiting Professor of the Business School of the University of London. He is also a qualified Supervisor of Coaching.