

Andy Milward

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PROFESSIONAL OVERVIEW:

- Thirty years' experience in the design and facilitation of executive development workshops
- Thirty years' experience in the design and implementation of large-scale organizational change
- Founder, owner, and CEO of consulting firm in Strategic Leadership
- Social Cognitive Psychologist
- Senior leadership coach working at CEO and executive board level
- Skilled facilitator and conference speaker
- An inspirational leader and Board Advisor
- Skilled in Social Network Analysis, complex survey design and analysis, sociometric, psychometric test design, administration and analysis, and statistical modeling
- Private and public sector experience
- Thirteen years' experience in sales, marketing, and consulting in IT and Business Intelligence
- Thirty-two years' international Executive experience
- Experienced Non-executive director
- Excellent understanding of UK and European Governance

Non-Executive Portfolio:

HH Helia Holdings Ltd

Sept 2010 to Date

Key Challenges:

- Critical evaluation of strategic options
- Negotiating strategy
- Raising working capital
- Business valuation support
- Leadership development
- Assisting with sale of group companies

Corporate Work Experience:

Milward: Consulting & Research in Strategic Leadership **Owner and CEO**

1992 to Date

Milward is a strategy and organisation development consulting and research practice with one goal – to enable a business to create maximum value. Milward guides a leadership team as its members think through complex issues, formulate strategic responses to opportunities and threats, and execute the process of change.

Informed by a rigorous evidence-based analysis of a client's business, Milward challenges the status quo, enabling you to see issues from fresh, new perspectives.

Complemented by a network of specialist partners, Milward is able to deliver services globally.

Specialties:

To help you to grow professionally and personally by supporting you in the following interrelated areas:

Senior Leadership

- Strategy and Decision-making
- Managing yourself and Others
- Managing your Career - evolving into new roles, outplacement & on-boarding counselling

Executive Teams

- Resolve conflict between team members
- Assess the quality of interactions between team members
- Resolve issues that arise from working in complex matrix structures
- Improve the interpersonal skills of team members
- Raise motivation and morale
- Build the confidence of team members to achieve goals
- Develop metrics to assess team performance over time

Strategic Change

- Survey and assessment to understand attitudes, beliefs and behaviours
- Develop predictive statistical models to enable you to understand the impact of decisions
- Help to build the case for change
- Help to design change initiatives
- Advise how you can best communicate your change plans
- Coach you to plan, execute and monitor the change process effectively
- Design education programmes that enable employees to adjust to change

Industries Exposure and Expertise:

Media	IT
Retail Banking and Insurance	Agribusiness
Management Consulting	Pharmaceuticals
Software Services	Investment banking
Accounting	Manufacturing
Airlines	Wealth Management
Central Government	Engineering
Local Government	FMCG/Retail
Defence	

Regional Exposure:

United Kingdom	Sweden
Israel	Austria
Isle of Man	France
Finland	United Arab Emirates
USA	Spain
Romania	Switzerland
Brazil	Australia
Czech Republic	Hong Kong
Hungary	New Zealand
Germany	India

Education:

(2004 – 2008) PhD (Critical Management)

Lancaster University Management School, Lancaster, United Kingdom

Thesis: Group Efficacy, Social Identity, and Workplace Behaviour: A Critical Analysis

Supervisor: Professor Sir Cary L. Cooper, CBE

(2005 – 2008) MSc in Social Research Methods and Statistics (Statistics Specialisation)

University of Manchester, Cathie Marsh Institute for Social Research, Manchester, United Kingdom.

Dissertation: An Analysis of the Prevalence and Childhood Antecedents of Adult Malaise in Great Britain

Supervisor: Dr Mark Tranmer

Graduate Profile: <http://www.socialsciences.manchester.ac.uk/social-statitics/about/people/graduates-and-alumni/andrew-milward/>

(1994 – 1996) MBA (International Business and Finance)

University of Chicago Booth School of Business, Chicago, United States of America, and Barcelona, Spain

(1985 – 1988) MSc Social and Behavioural Science (Modular Programme)

University of Salford, Salford, United Kingdom

Dissertation: An Analysis of Television Advertising: A Pragmatic Approach

Supervisor: Dr Brian Young