

Andy Wilkins Biographical Sketch

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Andy is a partner at Perspectiv, a highly qualified & skilled facilitator, educator, and coach with over 20 years' experience in many areas of organisational behaviour and development such as change management, leadership development, high performing teams, problem solving, & innovation. He has conducted over 500 programs, courses & workshops, and worked with over 25 organisations across the world.

He has a long standing association with the Creative Problem Solving Group Inc. and the faculty of the Centre for Learning, Leadership & Change, Cass Business School where he has run various programs on leadership & management, innovation and change.

Since 1993, his 15 years work on facilitative leadership and coaching of innovation and change has resulted in work with organisations such as Advantica, National Grid, Angel Trains/RBS, Boots, Corus, Dell Computers, Ford Motor Company, GSK, Halcrow, Leo Burnett, Marks & Spencer, National Grid, NatWest Bank, Northern Foods, Platinum Guild International, RHM, & Rolls Royce.

Prior to establishing Perspectiv in 1997, he worked for 16 years in ICT companies in sales, marketing, strategy, human resource and operations - as Director of Innovation and Change, Managing Director for a Business Unit, and Director of Strategy and Marketing.

He has written & presented many articles including:

- *A Study in Creativity in Strategic Thinking and Action* (1995, with K. Ross for the Strategic Planning Society)
- *Chaos and Creativity in Strategic and Scenario Planning* (1996, with E. Hall for the UK Scenario Planning Conference)
- *Does Successful Marketing Come from Effective Problem Solving?* (1999, Marketing News)
- *How Mature are You and Your Organisation at Creativity & Innovation?* (1999, Marketing News)
- *Climate Warning* (1999, Management Skills & Development)
- *Developing Creativity in a Company Whose Business is Creativity* (1999, Communique)
- *Where Customers' Needs Meet Suppliers Expertise* (2002, The UK Innovation Conference with J. Hyman)
- *Leading Innovation - The Ultimate Challenge?* (2004, The Innovate Europe Conference)
- *The Types of Problems Organisations Face* (2007, with D. Hancock)
- *High Performing Teams* (2006, The Food & Drink Innovation Conference with K. Stuart-Cox, Scott Isaksen & Frank Milton)

He lives with his wife and two children on the outskirts of Henley-upon-Thames in England.

Accreditations

He is an associate member of the British Psychological Society (BPS), and a member of the UK Chartered Institute of Marketing (CIM). He graduated with honours from the London Guildhall University in 1981 with a degree in Business Studies specialising in Marketing and Strategy.

Andy is qualified to use the Situational Outlook Questionnaire (SOQ) climate and leadership measure; personality measures such as VIEW, Kirton Adaption Innovation questionnaire (KAI), & Myers-Briggs Type Indicator (MBTI); as well as the Leadership Practices Inventory (LPI) and other instruments.

He is also an accredited trainer in many areas such as the VIEW, SOQ, Creative Problem Solving, Creative & Critical Thinking, Facilitation Laboratories and Facilitative Leadership development.

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