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## GRAHAM HAYNES – Executive Consultant, LeadershipSigma<sup>®</sup>

### EMEA Practice



Graham is an innovative and experienced personal and organizational change consultant and coach. His key strengths and passions are in the areas of strategy formulation, helping people to make connections between disparate ideas and bringing individuals together to make to achieve a better future. He has a relaxed and humorous style, which encourages participants to share their personal experiences and stories.

Graham specializes in leadership development and team building. He has a particular interest in helping leaders to develop their skills and confidence in influencing and having difficult conversations. He uses a range of techniques and approaches to engage people and help them to modify behaviors. He is particularly skilled in working with actors and theatre to create realistic and immersive simulations. He also uses outdoor projects and devises problem-solving quests to provoke teams and individuals to recognize opportunities to adopt new behaviors.

Graham began his professional career with the Booksellers Association, providing consultancy and training support to retail booksellers and their staff. He later joined Allied Lyons/Allied Domecq for whom he designed and delivered a diverse portfolio of leadership and management skills programs for managers, senior managers and executives. He also played a strategic role in supporting significant structural and cultural change. After leaving Allied he joined Berkshire Consultancy Limited, before setting up his own company; Graham Haynes Associates Limited in 2001.

Graham has contributed as a leader and member of project teams delivering leadership, executive and team development programs to clients including: Deloitte, A.S Watson, Edf Energy and Shell. He has worked with a number of British Government Departments including the Department for Works and Pensions and the Home Office. He collaborated with the National School of Government on a program for the top 200 UK civil servants.

Graham holds an MA in Political Theory from the University of Manchester and an MSc in Industrial Relations and Personnel Management from the London School of Economics. He is Myers-Briggs qualified. He is also certified and licensed to deliver a range of instruments including the Margerison McCann Team Management Profile, the Linking Skills Index and The Strength Deployment Inventory.

Here is what Graham's clients say about him:

*Thank you very much for the excellent work that you and your colleagues undertook with my team at Bramshill last week. As must have been evident at the time, team members really engaged with and thought about what you were doing with them.*

*I thought that the scenario based work was very good.....There were also particular plaudits for the seminar sessions you ran with the team including the SDI..*

Robert Arnott -Head of the UK Home Office Value for Money Productivity Unit

*Well, Graham, I am sure you can appreciate, this has not been an easy road for me, but I am not one to give up easily. I feel as if I have cleared a big hurdle in knowing that I can present, in feeling that the stammer really doesn't matter and in realizing that I am not meant to deliver with the rhetoric of a Prime Minister.*

*Finally, I would like to offer my sincere thanks to you for all the tips in the Presentation Course and the material which you shared with us in the Assertiveness Course. Your belief in the individual was a huge positive for me and was a major factor in driving this whole thing forward. Your training is excellent and your wish to help others develop is clearly genuine. I am glad that we have crossed paths.*

-Program participant – Manager, Edf Energy

*Speaking for myself, the two days in the workshop offered a great learning experience. It was incredible to observe your facilitation style, your sense of humour and your ability to elicit responses from the learners. Apart from the core leadership content, there is a lot more that I learnt from you last week.*

- Senior Manager, Deloitte US. India