

Paul Gibbons

Keywords: *Business Ethics, Leadership, Leading Change, Talent Development, Culture Change*

A 35-year career in International Business, beginning in banking, then strategy and change consulting at PwC, and ten years as the founder/ CEO of one of the UK's top leadership/ OD boutiques: Future Considerations.

Since 2010, serial author, keynote speaker, and adjunct professor. Books ranked top-five on Amazon include The Science of Organizational Change and Impact, a book on 21st century change, the future of work, behavioral science in business, and digital transformation.

RECENT AWARDS:

- 2018 – *Science of Org Change* top ten change management books of all time
- 2017 – Fellow of the Royal Society of Arts, Manufactures, and Commerce
- 2017 – 12th in ranking of global experts on culture change by Global Gurus
- 2010 – joint 1st in ranking of CEO coaches by CEO magazine
- 2010 – top leadership boutiques by Leadership Excellence magazine
- 2011 – Financial Times award for best leadership development programme

CAREER HIGHLIGHTS:

Current Portfolio

Writer: Two-book series *Leading Change in the Digital Age*

- 1) *Impact: 21st Century Change Management, Behavioral Science, Future of Work, and Digital Transformation* describes essential changes to adapt change methodologies for the Digital Age with a robust critique of the change canon (Kotter, Prosci, Conner.)
A blueprint for changing mindset and culture to accompany technological change using the latest in behavioural science.
- 2) *The Science of Successful Organizational Change: How Leaders Set Strategy, Change Behaviors, and Create Change-agile Businesses* describes how the latest developments in neuroscience, behavioural economics, and psychology help leaders of major change programs. Topics including analytics, the psychology of risk, cognitive biases, growth mindsets and growth cultures, and choice architecture (nudging).



“The most exciting speaker during the three days. Truly gifted at making complex ideas entertaining, understandable, and useful.” CEO, Top-10 Global Bank

Speaker:


Details of past and upcoming speaking engagements can be found at paulgibbons.net/keynotes

Paul Gibbons

Independent Consultant:

Consulting and coaching services including strategic alignment, team development, culture change, and leadership development.

- Delivered award-winning transformational learning program for HSBC top-talent which combined leading change, sustainability and innovation.
- Delivered program for global banking executives in North American focused on Strategic Thinking, Dealing with Poor Performers, and Solving Business Problems Creatively.
- Re-designed leading edge, middle-manager development program for global FMCG that achieves near perfect client satisfaction ratings.
- Designed online 'Virtual Leadership programs' on Leading Innovation, and Personal Effectiveness



'Simply the most useful one day management course I've ever attended'; 'Paul's passion and knowledge of his subject made for a superbly informative day'. 'The only fault with the program is that we did not have Paul for all three days.'


Adjunct Professor, University of Wisconsin, and University of Denver

Taught MBA level classes in Business Ethics and Leadership and Executive Education classes in:

- Conflict Management,
- Change Management,
- Strategic Decision Making,
- Personal and Team Effectiveness,
- Coaching for Managers.

2001 – 2010 CEO, Future Considerations Group, London (www.futureconsiderations.com)

- Founded, grew and sold two boutique consulting firms, Future Considerations and Carbon Considerations, which specialize in Executive Development, Organization Development and Business Ethics.
- The Group achieved a CAGR of 60% from inception and grew to forty staff worldwide and \$4m in revenue.
- Built commercial C-level relationships with several dozen Global 100 companies including: Shell, KPMG, Anglo American, BP, Tesco, HSBC, Cadbury Schweppes, PwC, and Barclays.
- Became a trusted advisor to a number of CEOs and was featured in "CEO" magazine as one of two CEO 'super-coaches'.
- Developed a brand and product strategy that punches far above its weight in the highly competitive executive development sector and which successfully competes with Harvard, Duke, McKinsey Leadership and INSEAD in their core markets.
- Earned a reputation for market-beating ROI in executive development helping several client programs have won HR awards for innovation and press mention in the Financial Times.
- Built a personal brand, a media presence and Europe-wide reputation as a thought-leader in business leadership and business ethics.



'You have changed my life and transformed my business. Thank you.'
(KPMG Senior Partner, Simon Collins)

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1996 – 2001: PricewaterhouseCoopers: Strategy, Leadership and Culture Change

- Led change management, on a \$1bn technology implementation for the UK government, producing a breakthrough level of board and organizational alignment that the CEO claimed "... the best I've ever witnessed."
- Provided critical culture change support on several ERP implementations, and Business Process Reengineering, Corporate Transformation and Total Quality programs.
- Developed the firm's approach to Creativity and Innovation, Organizational Change, and Leadership Development as a member of its internal strategy 'think-tank'.
- Taught seminars on strategy development, creativity and innovation and leading change to the firm's senior partners around the globe.
- Led a development program for high-growth CEOs which included CEO-founders of EasyJet (Sir Stelios Haji-Ioannou), Sports Division (Sir Tom Hunter) and PowderJect (Lord Paul Drayson)

Your work was truly instrumental in transforming our team and shifting our culture. My door will always be open'. John Stewart. Deputy CEO Barclays

1993 – 1996: PricewaterhouseCoopers: Financial Risk Management/ Investment Banking Strategy

- Expert forensic advisor on the National Westminster and Baring Brothers frauds.
- Frequent contributor to the Wall Street Journal, Risk Magazine and Financial Times on Derivatives Risk Management.
- Quantitative expert ("quant") on measuring the risk of complex financial instruments; expert on Basle I Capital Adequacy and Value at Risk.
- Led strategy projects for a number of Europe's' top investment banks including Barclays, Bankers Trust and Royal Bank of Scotland.

If it were not for Paul's inclusion in this project, it would not have produced such outstanding results. Peter Burditt, Head of Strategy, BZW (Barclays)

1981 – 1987: Investment banker/ securities trader:

- Head of Sales for Quadrex Securities, a derivatives boutique (1987)
- Ran a \$1bn proprietary trading book for Salomon Brothers (1985-6)
- Head of Trading and Sales for Money Markets at Sanwa Bank (1984-5)
- Sales Manager, Dean Witter (now Morgan Stanley Dean Witter) (1984)
- Money Market derivatives trader at Credit Suisse First Boston (1983)
- Securities Analyst, Pharmaceuticals, Kitcat and Aitken, London Stock Exchange (1982)

EDUCATION:

- University of Wisconsin, Madison – Advanced study in Philosophy, Business Ethics, and Critical Writing
- Birkbeck College, University of London, 2007 – M.A. in Political and Moral Philosophy
- Birkbeck College, University of London, 1999 – M.Sc. in Organisational Behavior
- School of Pharmacy, University of London, 1991 – Ph.D. Program in Neurochemistry (ABD)

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- University of Wisconsin, Madison, 1981 – Postgraduate study in Finance and Economics
- University of Wisconsin, Madison 1976 – 1980 BS in Biochemistry

NON-ACADEMIC EDUCATION:

- Certification in Executive Coaching, the Newfield Network, Colorado (2003)
- Certification in Humanistic Counselling, the Gestalt Institute, London (2001)

ACADEMIC APPOINTMENTS:

- University of Denver, Adjunct Professor, MBA and Exec Ed programs
- University of Wisconsin, 2009 to 2012 – Adjunct Professor, Executive Development
- University of Surrey, 2003 – Lecturer, MA in Change Agent Skills
- Academy of Management, USA, 2001 – Council Member
- University of Wisconsin School of Business, 1999 – Visiting Scholar

LANGUAGES:

- Native English
- Bilingual French
- Business Spanish
- Reads German and Italian

KEYNOTE SPEECHES AND CONFERENCE CHAIRS:

- *Institute for Enterprise Ethics, University of Denver: Cognitive Biases and Leadership*
- *IBM Global Diversity Conference: Religion at Work, a European View*
- *International Leadership Association: Developing the Whole Leader*
- *European Sustainable Business, Conference Chairman*
- *Integral Europe Conference: Integral Leadership*
- *Institute of Directors: Lessons in Leading Change*
- *American Society for Training and Development: Values-led Business, the CEO's Job*
- *Chartered Institute of Personnel Development: Culture Change, The Role of the CEO*
- *London School of Economics; Developing 21st Century Leaders*

OTHER ACCOMPLISHMENTS:

Since 1983, a competitor in 'Mind Sports', with state, national, and international trophies in each one. Avid Chess, Bridge and Poker player.

- *Chicago Poker Classic Main Event – Runner up 2011*
- *Three times UK national champion in Contract Bridge – 1995 through 2006*
- *Fifth place European Bridge Championship - 2007*
- *Runner-up World Backgammon Championships 'B' flight – 1999*

REFERENCES:

Paul Gibbons

**DON MAYER, PROFESSOR AND DEPARTMENT HEAD, BUSINESS ETHICS AND LEGAL STUDIES,
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**GUY WARRINGTON, CEO, KPMG CORPORATE FINANCE –
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BIOGRAPHICAL AND CONTACT INFORMATION:

Children: Conor, 15; Luca, 9

Birthdate: October 8, 1960

Nationality: Canadian (birth), Irish (patriality), Permanent US Immigrant

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