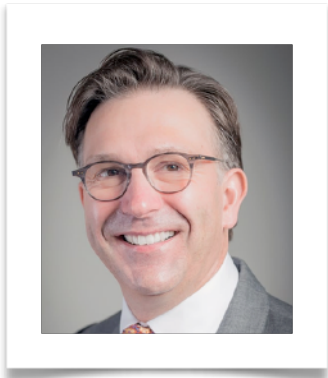


Philip Lloyd-Williams



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I am the founder of **Lloyd~Williams & Associates**, a business I established with the clear purpose of making businesses more successful by developing their people. A core technique I use is the 'Difficult Conversation' which allows me to facilitate teams and individuals to have the discussions they know they need to have... but are avoiding.

I know that addressing challenging issues, even ingrained and legacy problems, with departments, teams or individuals brings significant benefit to an organisation and the individuals within it. My approach is direct, specific, fun and challenging and always rooted in the reality of working life with a clear aim of improving performance. I'm an active participant in all my work, never just a distant observer, and bring an energy and creativity to everything I do. With a focus on engendering real change, I always ensure people leave my conversations/sessions with practical models, tools and techniques to apply.

I have worked as a solicitor and strategic director in a number of large organisations managing a variety of challenging and high profile services. My extensive experience of management and leadership at a senior level means I understands the complexities and challenges of effective leadership. In addition, I hold ILM Level 7 accreditation in Executive Coaching & Mentoring and have received extensive training in leadership and management. These give me the skills, and credibility, to deliver the challenge needed to get people thinking and an ability to blend this with a practical, cross-sector knowledge of current good practice.

Since setting up my business, I've successfully developed and delivered short and medium-term management of change programmes, executive and senior team visioning events and facilitated sessions relating to conflict management and resolution. Uniquely I have extensive experience in working with elected representatives and the management of political relations amongst elected and non-elected individuals, and the challenges that this poses to effective corporate governance.

By using a variety of approaches drawn from an extensive knowledge of theory, practical experience and experimentation, my expertise lies in ensuring that the root cause of any challenge is surfaced, understood and addressed in a productive manner. I always do this with good humour, a sense of fun and direct plain speaking. As a native Welsh speaker, I can deliver all this in English or Welsh. Examples of my commissions include:

- Executive Coaching and Mentoring.
- Board, Senior and Middle Managers leadership programmes (bespoke for each organisation)
- Management development (teaching Managers how to be managers)
- Behaviour challenges, both individual and organisational
- Team development from diagnostic to business planning
- Facilitation (helping teams to have the conversations they need to have)
- Strategic visioning, priority setting and vision shaping
- Effective Governance including staff and Executive Board facilitation
- Culture and agenda change events

In addition to my ILM Level 7 Executive Coaching and Mentoring qualification I have a PG Cert in Higher Education, an MBA and a Doctorate in politics. I have a degree in law and practised as a solicitor for over 20 years, although I'm now non-practising I have retained my membership of the Law Society.