

Alan Horton
The Leadership Centre Ltd
Principal Associate, EQ4U Ltd



Alan is an experienced business professional with a unique blend of consulting, facilitation and coaching skills with proven experience in delivering solutions to a wide range of business environments around the world. He has a unique combination of working at the highest levels inside multi-nationals and SME's as well as becoming a much acclaimed consultant to the same business sector. As a consultant and coach, he has always had a philosophy that consultants should understand, take their own 'medicine' and practice what they preach.

Professional Expertise:

Over the last 10 years Alan has worked as consultant, facilitator, and coach to leaders in the private, public and voluntary sectors. His work has taken him to all parts of Europe, Africa and the USA delivering services and for research.

Selected Client Companies:

Barclays Bank UK	Barclays Bank Africa
IBM	Toshiba
Unilever	AISEC
Bayer Diagnostics	Bayer UK
Mitel Telecom	Lucas Industries
Nestle Africa	Hitachi
Watford FC	Southampton FC
South African Airlines	
South African Broadcasting	
Smith Kline Beecham	

Selected Assignments include:

- Design and delivery of a new EQ based leadership programme and 360° personal profile for the senior management team of Barclays Africa
- Design and delivery of a new leadership programme for Glasgow Housing Association and subsequent coaching in support of a de-centralisation to Local Housing Organisations
- Design and delivery of a leadership development programme for the General Managers of Living Ventures, the UK's fastest growing bar/restaurant chain
- Support for Watford Football Club through the introduction of new Work/Life Balance approaches
- Design and delivery of personal, team and organisational leadership programmes for Barclays Bank UK in support of re-structuring of the IT division
- Change management support for Toshiba UK through the merger of the UK Sales & Marketing and Manufacturing companies

- Diagnostics to help integrate new attitudes and working practices leading to 25% increase in productivity
- Change management support to the Global Marketing & Communications Director of Dresdner Kleinwort Wasserstein
- Delivery of principles based leadership programme to Scottish Hydro Electricity through the privatisation programme
- Design and delivery of a leadership programme and subsequent coaching in support of Sun International Hotel's 'Leaders For The Day After Tomorrow' initiative

Accomplishments:

The winning of two Business In the Community awards in recognition of the success of Alan's work with Barclays UK. In addition Alan is regularly asked to speak at national and international conferences on leadership and related topics.

Previous Experience

Before starting TLC in 1995 Alan was a partner in Creative Change Management an innovative Supply Chain improvement consultancy. Prior to this Alan was the local General Manager of two SME manufacturing businesses who were major suppliers to the teletronic and automotive industries. Before this in 1988 he was recruited to help set up and run the Cardiff office of Touche Ross Management Consultants. Prior to this Alan had various senior management roles.

Qualifications & Professional Positions:

BSc Pure Maths; BSc Statistics
Member Inst Statisticians; CPIM