



Paul Miller

"Many of us now realise that, while some people are born with exceptional talent, most people are born with considerable potential that, for one reason or another, they don't fulfil. Given the correct conditions and motivation almost all of us could achieve far more than we ever thought possible."

General experience and background:

Paul has over 20 years experience in sales, management and management development roles. His career includes a successful period in sales, where he developed his skills in understanding how to work effectively with people including understanding and meeting their needs. He progressed onto sales management, where he recruited and led his own team of consultants, developing his leadership, coaching, 1:1, performance management and other skills. This facilitated his interest and passion for development which led to his next role as a training manager, working with new consultants and developing existing sales managers and from here he built his own people development company.

Specific experience:

Paul has experience and expertise in many management and personal development issues and has completed projects both in the UK and the Middle East with a wide range of blue chip and Public body organisations including: Prudential, Norwich Union, , Institute of Directors, Atomic Weapons Establishment, Arabian Oil Company (Saudi Arabia), Wellcome Trust, Cambridgeshire Fire Brigade and JP Morgan.

Specific experience includes;

- *individual and team development*
 - *new teams*
 - *teams in transition*
 - *teams in conflict*
- *leadership development*
- *change management*
- *sales development*
- *communicating with influence.*
- *development planning processes.*
- *design and delivery of performance management skills*
- *coaching for peak performance*
- *design of toolkit for self managed teams.*
- *organisation training needs analysis*
- *personal effectiveness*
- *career and succession planning*

He has designed and delivered a wide range of training and development programmes, including leadership, communication skills, influencing, interpersonal skills, time management and delegation, presentation skills, train the trainer and customer service skills. He is currently working with talented sports individuals in the UK on how to harness their mental ability to win more often.

Qualifications:

He is a skilled and experienced Myers Briggs and FIRO-B practitioner, using them as a core for many development interventions. He is an NLP Master Practitioner, which many clients find useful for a variety of subjects including; leadership, communication, goal setting, peak performance, motivation, problem solving and sales. Paul is also holds a diploma in Coaching, is a qualified hypnotherapist and Firewalking Instructor.

Style:

His unique style ensures he builds rapport with groups very quickly and his aim is to create a challenging and supportive environment where the maximum amount of learning can take place.

Areas of particular interest

Over the past 5 years Paul has become increasingly interested in how people can build more choices and flexibility in demanding response and management environments. He has become increasingly involved with coaching teams and individuals to create resourceful ways of thinking to achieve the success they desire. To this end he has developed his 3D coaching philosophy of Desire, Determination and Discipline.

Approach to the role of Personal Development Advisor:

Paul brings plenty of energy and experience to his work in personal development and is always looking to enable individuals and teams to take notice of everything around and within them to leverage their performance. His aim is to act as a catalyst for improvement and to provide the 'tools' so individuals can take complete ownership of their development.