A person wearing glasses

Description automatically generated with medium confidenceFraser is a Chemical Engineer with 30 years of successful leadership and delivery experience in Chemical, Biotech and Pharma sectors. His industry expertise includes design and delivery of major business improvement and culture change initiatives that improved work practice, engaged hearts and minds, and accelerated strategy delivery. ​

Fraser is a consultant and coach, a director of a limited company, a Chair of Governors in a local primary school and a Trustee of a local Church – these keep him on his toes. And if that wasn’t enough, he is married, with a Cockapoo (Alfie) and two fully fledged teenage sons who test and refine his mettle daily.

Fraser has an energising, inclusive, and hands-on approach which draws out the best in others whilst generating engagement and buy-in at all levels in an organisation. His passion is in supporting the alignment of team and organisation climate/culture/capability with the needs of strategy, and in helping individuals and teams to recognise and fulfil their potential.​

Manager and Leadership development credentials:​

Design and facilitation of tailored workshops that create an open and safe space for leadership teams and their direct reports to get fresh insight into current performance issues and to explore and develop effective solutions​

Developed and delivered a multi-year programme of High-Performance Team, Performance Coaching and Leadership Styles workshops to Pharma talent pool. Training encompassed awareness, practice and application to real business issues​

Developed and led a global Pharma multi-year culture change programme touching 10,000+ employees. Boosted employee engagement scores, enhanced organisation capability and generated multi-million-dollar savings. ​

Delivered comprehensive technical and change management training to Executive, senior and mid-level management in multiple countries and sectors. Created on-line company-wide improvement portal sharing tools, processes and learning. ​

An accredited NLP Business Practitioner, and Transactional Analysis Leadership Coach (pending accreditation)

Expertise: Culture change, Manager and leadership coaching and training, Management consultancy​, Workshop design and facilitation, Change management​, Lean methodology,

Business improvement