



Mike McClellan

Mike has over 15 years experience, working with both individuals and teams to enhance their performance. He has worked across several sectors including FMCG, manufacturing, property, finance and insurance, and has held management and specialist roles with a focus on employee engagement and leadership development. In his early career he was an Army Officer.

As a facilitator he is experienced at working with executive leaders and senior managers. This work typically intertwines business deliverables (e.g. strategy, goal-setting, performance metrics) with the 'human' dimensions of organisations (e.g. company culture, team working, trust, collaboration).

His facilitation style has been described as "challenging, but in a good way" – encouraging people to test and stretch themselves, safe in the knowledge that there is support on hand. By helping delegates find their own motivation to raise performance, Mike instils a learning mindset and appetite for trying new things.

Mike is fascinated by what drives people's behaviour. He firmly believes that people spend time and effort on the things that are important to them, so enhancing performance is about tapping into each individual's intrinsic motivators. He's therefore very interested in strengths-based working and has conducted research in the specific topic of strength development.

He has coached individuals from front-line staff to board level executives. Accreditation in a number of psychometric and personality profiling tools means working with Mike gives individuals a chance to undertake deep exploration of their core drivers and intrinsic motivators. And a heavy accent on practical solutions ensures that conversations in the coaching room convert to effective action back in the workplace.

Qualifications

MSc in Organisational Psychology
CIPD - Certificate in Training Practice
TAP - Certificates in Blended Learning, TAP
Design and Delivery Methodology

Accredited Psychometric & Profiling tools

MBTI - Myers Briggs Type Indicator
Belbin Team Contribution
Realise2 Strengths
Clifton StrengthsFinder
EQ-I 2.0 and EQi360 - Emotional intelligence