

"The best path across the Mountain is often not the one seen from the valley"

**Peter has a proven ability** to bring about positive change with the companies and people he meets. Known for achieving results, he believes that to achieve lasting change, action is needed, driven by real motivation from within oneself...

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 **background & experience**

After 20 years in business, much of which has been in leadership, Peter has a wealth of experience to draw from when faced with today's business challenges.

Before founding Accord Consulting Peter spent 3 years as a director of a multi-national Management consultancy, focussing on Leadership, Change Management and Team Development. Previous experience includes 9 years in various roles with British Telecom, including Sales Management, Project Management and finally taking the reins of the Change Management Department for a large BT Subsidiary. Reporting to the board, he was responsible for orchestrating various change initiatives, from an £8 million Sales automation roll-out for 2000 people, to a complete restructure of the Compensation and Benefits package across the subsidiary.

With Accord Consulting Peter continues to focus on people issues, drawing on his wealth of experience partnering with global companies such as AGL, Standard and Poors, Marconi, National Australia Bank, Harvard PR, Huntsman Petrochemicals, Enron, Hayes Customer Solutions, BP Amoco, 3Com and Textron.

Peter has been involved in companies from the Financial, Manufacturing, Retail, Production, Hi-tech and PR sectors, both from within, and in a consultative partnership.

His recognition that no two people are alike in their values, goals, motives and experiences means every situation is given total commitment - to ensure that those unique goals and desires are identified, targeted and moved towards, at the right pace.

Having coached people across the world Peter knows that there are no "Magic Bullets", however when a bond of trust is formed - & listening is allowed to take place, mountains *can* be climbed. He has seen it happen.

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 **recent projects**

Peter has been working with various organisations in a number of ways. Projects include **Leadership Development** in a National multi-site call centre environment, **Organisational Development** in a not-for-profit Media company and developing/delivering various **High Impact Training** interventions. Recently Peter has also been focussed on a **Cultural Melding** programme to integrate a recently acquired company and its new owners, maximising the synergies and opportunities for growth that exist. Finally, he is still in demand – as always - to help Teams become productive & High Performance using the Accord **Team Acceleration** Process.

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 **approach**

"... I believe that mutual trust should come before anything else. From a position of trust, honesty can grow and through honesty a person can begin to understand themselves and others. When understanding is reached, the objectives become clear..."

"...If you want to learn to swim, you must first get into the water. When people move out of their comfort zones – just enough to experience something new - opportunities are created for growth. What we do with those opportunities is up to us..."

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 **feedback**

"Peter provides a fresh, insightful perspective when things are murky"

**Director of Change – British Telecom**

"It's not often that you come across someone who can listen so well"

**Operations Director – ICI Huntsman**

"Peter makes the difference for me – I can't really ask for more"

**Program Manager - BP Amoco**