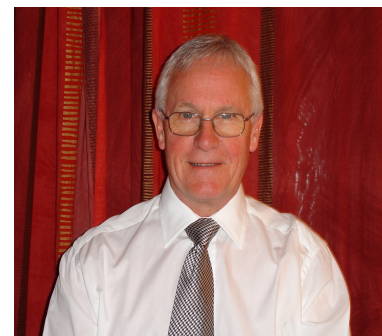


David Horton

“My personal mission is to make a real difference at the individual, team and organisational levels by accelerating learning to maximise business performance, productivity and profitability.”

David is a Chartered Occupational Psychologist with 20 years experience and achievements working with people from ‘grass roots’ to board level designing and delivering a wide range of learning, coaching, assessment and development initiatives. David has worked mainly to help organisations make a fundamental change in the way people potential is harnessed to maximise performance for competitive advantage.



Experience

As a trained and experienced business psychologist, group facilitator, coach and learning consultant, David helps organisations make a fundamental change in the way people potential is harnessed to maximise performance for competitive advantage. He has delivered coaching based ‘Leadership Challenge’ programmes for Nestle, Coca Cola, Thales and Steria.

David is a practising Chartered Occupational Psychologist working as a business psychologist, learning and development consultant and performance coach. He has specialised in using coaching, mentoring and accelerated learning to improve business performance and effectiveness. He has worked with leaders to help them:

- Re-connect with a common team vision
- Review team effectiveness - together and apart
- Agree priority business issues
- Review and action personal leadership development
- Re-think team effectiveness
- Produce team performance improvement plans

At an individual level, David specialises in coaching leaders to review where they are currently and what they need to action to achieve their 3 ‘top line’ priority objectives for success. David encourages leaders to focus on the behaviours and competencies that they can change not what they cannot change i.e. improve their leadership behaviours, communicate their vision, develop dependable relationships and take the lead in overcoming obstacles. In particular he has worked with individuals to deliver:

- Positive feedback on leadership style
- Development of emotional intelligence
- Achievement of key performance indicators
- Progress review with the individual, Line Manager and HR
- Realistic and stretching action plan + challenge + support
- Effective teams / ‘can do’ work climates
- Stress management programmes for high performance

David supervises Practitioners-in-Training to achieve Chartered Occupational Psychologist status. He has worked closely with the University of London to design, develop and deliver specialist coaching and development learning interventions on the ‘Psychology of Success’ and ‘PATHS to Work.’

David is married to Judy, they live in Sheffield and have two sons Matthew and Andrew. He is a member of Atlow Mill Emotional Education Centre., and writes, sings and plays guitar.

Selected client companies

ATA Group
Balfour Beatty
Biwater Pipes
Catalis Rail Training
Coca Cola
Carlsberg-Tetley
DfES
DWP
Holiday Inn
Humberside Partnership
ICL
Legal Services Commission
London Underground
Merrill Lynch
Nestle
Network Rail
Steria
Thales
Thorn-EMI
Welsh Assembly Government

Education, qualifications, professional Positions

BSc (Hons) in Occupational Psychology, University of Aston in Birmingham.

Tutor Open University

Senior Researcher [Social Psychology]. Employment Rehabilitation Research Centre.

Registered as a Chartered Occupational Psychologist.

Author of a practical ‘how to do it’ guide, ‘ *The Feel Good Factor: a positive guide to managing unwanted stress*’. Peter Honey Publications, November 2001.

Member of British Psychological Special Group in Coaching Psychology.

