

## Andy Giles Biography



Andy has 20 years' experience in training and development, including 10 years at senior management level. He has worked in the public and private sectors and is familiar with the different strengths and challenges they present. A respected coach, specialist areas include team development, performance management, effective leadership, staff engagement and organisational development strategy.

Andy has a passion for developing people and helping them fulfil their potential. A strong believer that development is more effective if it is fun, his interactive flexible style is characterised by use of humour coupled with a hard business edge and emphasis on the practical application of skills, whether at first line manager level or board executives.

A qualified emotional intelligence practitioner, he utilises a range of tools to bring out the best in people, and his pragmatic approach to training and development theory is geared to draw out real practical improvements in people's effectiveness.