

What Clients Say and Testimonials

What Clients Say

"A breath of fresh air"

"It has had a profound and lasting effect on me. In essence it has made me welcome change"

*"It was working **with** me, not being worked on"*

"You bring a breadth of view, essential at this level"

"Bruce is passionate about everything he does and brings this and a real sense of professionalism to his work with clients and colleagues".

"You have a wealth of relevant experience and knowledge but you didn't force it on me"

"Your style is affirmative and put me in touch with my skills and abilities"

"You have a positive view of the world and enabled me to believe in my ability"

"You work with the whole person - four rooms stuff but really valuable"

"Not overpriced and it works when you go back 6 months later"

"Stretches people - outside the norm"

"Credibility because you have been in industry"

"Still in contact personally"

"Asking our views"

"We value the work you do"

"You want to do it better and understand us – some, you never hear from again" "This has been the best experience of my working life"

"Bruce is a warm, trustworthy, enabling man. He helps people think well, lead others and work together using deceptively simple and powerful tools. His management development work with Sun Alliance was ground breaking"

Testimonials

*"For over four years now Bruce has been an integral part of our Advanced Leadership Programme, our flagship senior in house management development vehicle. Involved from the outset, Bruce has contributed strategic vision through the programme design phase and limitless enthusiasm in delivery. During his involvement with the programme over 150 of our senior talent have attended the ALP, many of them going on to positions of the highest responsibility. Bruce has made a major contribution to the development of our key talent and thus to the success of our business." **John Davidson, Human Resources Director, Bovis Lend Lease***

*"Bruce Nixon provided invaluable and inspiring help to the management of Dacorum Borough Council while I was Chief Executive there. Dacorum, the most populous district in Hertfordshire, has a population of about 135,000 and the Council had a workforce of about 1,400. I and the Management Team needed a fast and effective way of involving managers at all levels and in all departments in improving the quality of our services to the public, to our Councillors, and to each other. What evolved under Bruce's guidance was a programme in which mixed groups of managers identified the changes that would be of most use in achieving their own and their departmental objectives, and committed themselves to bringing those changes about. The result was a rapid and sustained improvement in our performance, especially our responsiveness, in ways that would not have been conceived under a 'command and control' approach." **Keith Hunt, former Chief Executive, Dacorum Borough Council.***

"I have worked with Bruce as both an individual coach and as a team facilitator. As a coach he is a positive enthusiast and a great listener, whilst maintaining a (constructively) critical and challenging approach. He has certainly helped me to think my way through some knotty organisational change issues. As a facilitator, Bruce did a great job for us in developing and running a series of workshops around the leader's role as mentor, bringing out such key themes as releasing talent and energy, and creating sustainable change." **John Titmus, former Training Manager, Parker Hannafin, now Senior Vice president, HR & Customer Fulfilment for Indalex Inc, a Division of Novar**

"The ability to connect the direction of the business with the leadership issues and the personal development needed is a tall order. We did that. Bruce provided an approach, a challenge and a cutting edge to our thinking. Working at the senior level in the business, he provided external expertise and partnership to move forward ideas and attitudes, with the practical steps to make action happen - providing inputs and working in small groups to focus firmly down on individual leadership and plans. One quote sums it up - "enabled me to step back from the business to look at what needed restructuring and gave me the energy to do it all at once; this led to £100,000 savings. And ... beyond this, we also opened up new communication through senior managers and executive team to the board, raising real issues fundamental to the future of the business. A leadership programme with organisation change at its heart and as its result." **Grahame Pitts, former Leadership Development Manager, W H Smith, now Independent Consultant**

"I consulted with Bruce Nixon at a time when I was beginning to feel defeated by levels of expressed negativity within my service. I thought that we were doing reasonably well but the culture seemed to be one of devaluing the organisation and its achievements. Bruce helped me to find my own positive energy, to recognise and value my skills and achievements and to lead much more confidently. Subsequently Bruce and one his colleagues worked with me and my senior management team and we developed a unique and special level of effectiveness in leading an organisation at a difficult phase in its development." **John Walters, former Chief Probation Officer, Middlesex Probation Service**

"Bruce is an inspirational thinker and challenger of our accepted ways of thinking about organisations. His inputs have been insightful and relevant in a number of areas, and he can be counted on to stand for transformation rather than change as usual." **Dr. Robin Wood**