

Rob Wherrett

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A highly-experienced & results-driven Senior Business Change Professional & Executive Coach with a successful background in B2B, professional, financial, insurance, SME & FTSE-250 corporate sectors.

Collaborative approach to successful transformational leadership, engaging with key stakeholders at CEO / Board level & 3rd parties, delivering 'fit for purpose' solutions, programmes and business change.

Broad experience of driving change management, business transformation, service transition, project strategies, technology roadmaps, operational change, restructuring, migration, cost avoidance and benefits realisation.

Highly accomplished, able to design and execute programme delivery strategies & project roadmaps.

Delivered £500m+ benefit for a Retail Bank via re-evaluation of their change portfolio within the UK.

Drove a turnaround programme for a £1.3bn UK retailer, leading to successful trade sale for £580m.

Key skills & business capabilities

Transformation of Operations	Leadership Development
Organisational Redesign and Implementation	Business Turnaround and Change Management
Target Operating Models (TOMs)	Full Project Lifecycle Management
Team Leadership and Team Management Skills	Stakeholder Engagement & Relationships
Excellent Communication & Presentation Skills	Troubleshooting and Problem Solving Skills

Recent Career Highlights: COACHING, INTERIM ROLES & CONSULTING: Zymolysis Limited

Feb 2016 to date **EXECUTIVE CHAIRMAN**
Principal of Executive Coaching Practice (*Executive 20:20 Coaching*)

Responsible for design and delivery of high quality executive coaching interventions

- Coaching programmes for senior executives and teams
- Focused on bringing creativity into the management arena
- Creativity MasterClasses

Jul 2014 to Feb 2016: **PRIVATE EQUITY, INTERIM MANAGEMENT**
Business Change Management, Hospitality Sector

Responsible for spearheading business change management for a client in the hospitality sector

- Consultancy assignment, executive management of a small hotel business and leisure operation
- Working with the business management to achieve turnaround to the satisfaction of key investors

Oct 2013 to Dec 2013 **CONSULTANT/EXECUTIVE COACH**
International Development, Malawi

Responsible for the delivery of training & development for a major International Aid Programme

- Consultancy role, engaging on behalf of the Scottish Government, providing consultancy services
- Delivery of consultancy & mentoring, improving the entrepreneurial outlook for the Malawi economy
- Supported the production of business plans, business cases & projects for micro business start-ups

Oct 2010 to Jul 2014 **BUSINESS CHANGE MANAGEMENT & COACHING**
Various 3rd Sector Organisations and SMEs

Responsible for business change and transformational leadership, working with a client portfolio

- Consultancy role, engaging with a number of charities, organisations and SME sector businesses
- Focused on delivering improvement in planning, operational capacity, risk management & benefits
- Engaged with stakeholders and management teams, including Boards, Trustees and government

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Oct 2009 to Aug 2010 ORGANISATION DEVELOPMENT (CONSULTANT) International Business, Jersey, Channel Islands

Responsible for driving organisational redesign of a multi-division global private business operation

- Top-level engagement with key stakeholders in Europe, Middle East and North American locations

2006 INTERIM PROGRAMME MANAGER – LAUNCH OF WRAP PROGRAMME Financial Services Client

Responsible for all aspects of programme leadership, including planning, governance and reporting

- Interim Programme Manager for launch of the WRAP programme, building programme framework
- Established mechanism to deliver a Feasibility Study into proposed WRAP platform for the firm
- **2006 to 2007:** Took a career sabbatical to research & complete a book on organisational design

1998 to date COACHING & MENTORING INTERVENTIONS Various Clients

Designing and delivering interventions to improve management and leadership performance

- Team restructuring and performance management
- Working with individuals to deal with stress on adopting new roles
- Helping senior executives to manage creativity in the workplace and to engage with change

Early career / interim assignments include

Consultant	Whitbread plc
Senior Project Manager	Royal Bank of Scotland
Business Turnaround Consultant	GUS Home Shopping
Consultant	American Express (EMEA)
Programme Manager	Intelligent Finance / HBOS
Programme Manager – Programme Rescue	Scottish Amicable International - Dublin
Management Performance Development	Home Office (Immigration Service)

Other activities

2015 to Date: Trustee	iGàidhlig (Charitable IT Foundation)
2014 to Date: Chairman	EquipMen (Men's Health Charity)
2010: Assessor (CMC Accreditation)	Institute of Consulting
2000 to Date: Managing Director	Retropet Limited
1997 to 2012: Tutor, MBA Programme	"Managing Creativity, Innovation & Change", OUBS, Open University Business School
1986 to 1993: Marketing & Systems Management	NM Financial Management

Professional accreditation, memberships & development

Institute of Consulting	Member, Certified Management Consultant
Institute of Leadership & Management	Fellow, ILM
PRINCE2	PRINCE2 Accredited Practitioner
Lean Six-Sigma	Lean Six-Sigma
Dimension Four	Business Case / Benefits Delivery Accredited Practitioner
Author	The Compleat Biz: The business model for the 21 st Century (2009)

Personal details

UK Citizen Flexible on location	SC Clearance (UK Home Office, 1997-1999)
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