

**Lloyd~Williams**  
& ASSOCIATES

# Philip Lloyd-Williams



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**Philip is the founder of **Lloyd~Williams & Associates**, a business he established with the clear purpose of making businesses more successful by developing their people. A core technique he uses is the 'Difficult Conversation' where Philip facilitates teams and individuals to have the discussions they know they need to have... (But are avoiding).**

Addressing challenging issues, even ingrained and legacy problems, with departments, teams or individuals brings significant benefit to an organisation and the individuals within it. Philip's approach is direct, specific, fun and challenging and always rooted in the reality of working life with a clear aim of improving performance.

Philip has worked as a Solicitor and strategic director in a number of large organisations, managing a variety of challenging and high profile services. This extensive experience of management and leadership at a senior level means he understands the complexities

and challenges of effective leadership. Philip holds the ILM Level 7 accreditation in Executive Coaching & Mentoring and has received extensive training in leadership and management. These give him the skills, and credibility, to deliver the challenge needed to get people thinking and an ability to blend this with a practical, cross-sector knowledge of current good practice.

Since setting up his business, Philip has successfully developed and delivered short and medium-term management of change programmes, executive and senior team visioning events and facilitated sessions relating to conflict management and resolution. Uniquely he has extensive experience in working with elected representatives and the management of political relations amongst elected and non-elected individuals, and the challenges that this poses to effective corporate governance.

By using a variety of approaches drawn from an extensive knowledge of theory, practical experience and experimentation, Philip's expertise lies in ensuring that the root cause of any challenge is surfaced, understood and addressed in a productive manner. This is always done with good humour, a sense of enjoyment and direct and plain speaking. Examples of Philip's commissions include:

- Strategic visioning, priority setting and vision shaping
- Effective Governance including staff and Executive Board facilitation
- Governance Reviews
- Board, Senior and Middle Managers leadership programmes (bespoke for each organisation)
- Culture and agenda change events
- Management development (teaching Managers how to be managers)
- Team development from diagnostic to business planning
- Facilitation (helping teams to have the conversations they need to have)
- Behaviour challenges, both individual and organisational
- Executive Coaching and Mentoring.

To ensure he keeps abreast of current thinking Philip is a Visiting Research Fellow with Aston Business School, Aston University in Birmingham an Associate with Birmingham University, a Guest Lecturer/Tutor at Warwick Business School and a peer reviewer for the Economic and Social Research Council (ESRC).

He holds an MBA and a Doctorate in politics from Aston Business School, Aston University. He has a law degree and has practiced as a Solicitor for over 20 years, but is now a non-practicing Solicitor, remaining a member of the Law Society.