



Profile

**David
Petty**

Dave Petty

General Information

Qualifications

- Certificate in Management Studies
- Higher National Diploma Business Studies
- Post Graduate Diploma in Gestalt Psychotherapy



Memberships

- Member Chartered Institute of Personnel and Development
- Member British Association of Counselling

Biopic

- An experienced Consultant specialising in helping companies achieve their goals by improving the effectiveness of the human system through behaviour change. Previously worked as an HR Manager, before training as a counsellor/ change facilitator and then specialising in executive coaching in the context of major organisational change programmes. Consultancy assignments have involved working with senior management teams in both the private and public sectors helping them improve individual and group effectiveness through individual coaching and team facilitation. Other projects have included, implementing performance improvement processes in retailing, financial services and large call-centre operations. Dave now specialises in the area of behavioural safety and has experience in a wide variety of sectors including oil and gas and chemicals both in the UK and internationally. Dave is completing the final stages of an MA in individual and group Gestalt Psychotherapy.

Examples of Consultancy Assignments

Behavioural Safety

Construction Project

- Designed and conducted a behavioural audit for a Chemical Plant construction project. The audit methodology included focus group meetings, worksite and management meeting observations, interviews and reviewing safety documentation and procedures. Recommendations covered the organisational context e.g. safe systems of work, safety awareness, management, supervisor and worker behaviours and identifying critical issues at each phase of the construction.

CP Kelco (chemical plant)

- Implemented a behavioural safety programme for a chemical plant. Conducted behavioural audit, trained managers, supervisors and staff in techniques and coached them as they achieved 100% compliance with safe behaviours.

BP (international operations - Azerbaijan)

- Delivered / facilitated a series of behavioural safety leadership workshops. The emphasis was on achieving behaviour change through identifying best practice influence skills.

Nexen (Canadian oil & gas company)

- Delivered / facilitated a series of behavioural safety auditing and safety leadership workshops. The workshop agenda included a specific emphasis on the development of effective influence skills through informal means and through the use of a coaching process.

General Electric (power generation)

- Delivered / facilitated a series of behavioural safety auditing workshops. The focus of this project was developing skills in the plant's operator workforce in the context of a more positive approach to influencing contractor behaviour during outages. This was a particularly innovative workshop in that much of the learning took place out on site and involved coaching the coaches real time.

Other Assignments

Opus Living

- Conducted a review of management, communication and working relationships in a Care Home. Identified problems and established a programme for improving leadership, training and staff morale.

Environment Agency

- Designed and facilitated a large group process for generating ideas for improvement and for implementing them. Resulted in improved working practices, increased productivity and more effective service delivery.

Surrey Education Welfare Service

- Facilitated a management team process that enabled resolution of interpersonal conflicts and joint problem solving, resulting in a practical plan for re-organising existing workloads and restructuring the team to prepare for new responsibilities.

British Gas Services

- Worked for Operations Director coaching his two Operations Managers and their Field Managers through a period of major organisational change. The managers were able to increase productivity and reduce call-backs alongside achieving personal goals in the form of a better work-life balance.

Miller Firstline

- Started by working with the executive team aligning their behaviour with business goals and culture. Followed on by designing and implementing a behaviour based performance management process targeted at improving performance in the call-centre and in a busy insurance claims operation.

Habitat

- Implementation of a behaviour based performance management process into Retail Operations. This involved training store managers and regional managers in the principles and techniques of behaviour change and performance management and then coaching them in applying the principles to improve performance. Consistent improvement in operating standards achieved. The process was then used to achieve improvements in key sales indicators e.g. average transaction value and conversion rate.
