

## Paul Hughes LLB MBA

Paul joined Cranfield as an Executive Development Director in late 2010, having spent 8 years as a Director with a major international management consultancy. Much of his work focuses on leadership and management development, change and helping organisations and teams successfully implement strategies. He has particular and growing expertise in Leadership and Performance Management inside organisations. He has been conducting research in this area since beginning a Cranfield doctoral degree in 2007.



Originally from a legal background, Paul moved into a management role early in his career and held a succession of senior managerial roles in Blue Chip companies. He then moved to a career in consultancy in 2003 before joining Cranfield. Clients he has worked with include the United Nations, NATS, Vodafone, Visa, PwC, IKEA, Skanska, Hermes, Flowserve, National Grid, Suez, United Technologies Corp, Euronext / NYSE, BT, Hansgrohe, DHL, De La Rue, Pierroth Wine, Dalkia, and Capgemini.

Major assignments include:

- Developing leadership capability within a population of 800 leaders within the United Nations
- Improving Strategic Leadership within Oracle
- Developing bespoke developmental solutions using innovative technologies, approaches and platforms for PwC

Since 2003 he has conducted over 10,000 hours of 1:2:1 & team capability assessment, individual & organisational development and coaching activities. He has coached board level leaders as well as functional heads.