

Rob James MBE

Associate Consultant

Rob is an experienced leadership and management development specialist, with an MBA and over 25 years experience of Organisation Development (OD) in both the public and private sectors. Rob has a military background as a submarine nuclear engineer, and in 1993 he was appointed an MBE whilst serving with Commando Forces Royal Marines.



Career Outline

Since the late 1990s, the principal focus of Rob's leadership work has been improving business performance at individual, team and organisation levels. In particular, he has specialised in the behavioural aspects of developing leaders and senior management teams within the context of major organisational and cultural change. This has ranged from small targeted interventions with CEOs and top teams as well as leading large scale consultancy assignments and major international roll-outs in leadership development and business transformation projects. Rob's work with Executive Teams and wider leadership development has included work both in the UK and internationally, with organisations in the public and private sectors.

Before establishing his own consultancy practice, Rob was Head of Consultancy at OPP, one of Europe's leading organisation development consultancy specialising in behavioural change. Prior to joining OPP, Rob was Head of the Leadership and Executive Development team at PricewaterhouseCoopers working with top tier clients across the globe.

At earlier stages in his career, Rob was a Director of Training and Development for a large public sector organisation and has held senior academic posts in management education. Notably, he was Head of Leadership and Management studies at the Royal Navy's University and also taught at Plymouth Business School. He continues his academic links as a Programme Director at London Business School where he designs and delivers leadership development and executive education programmes for global clients.

Work Assignments

Rob's assignments have included:

- Working with CEOs, MDs and senior teams in executive team development.
- Designing and delivering organisation-wide leadership development programmes.
- Designing and facilitating cultural change programmes.
- Running a UK-wide training programme in managing and building relationships for LAs.
- Coaching executives and facilitating Action Learning Groups.

Qualifications and Affiliations

Rob has an MBA from the University of Plymouth and a Post-Graduate Certificate in Education from the University of London. He is also accredited in range of psychometric instruments. Rob is a Programme Director at London Business School and an Associate of the Centre for Leadership Studies UK. He is also a Member of the Chartered Institute of Personnel and Development, and of the Chartered Management Institute.