



LIW | Leadership, not just leaders

## Andrew Deller

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A CIPD qualified HR professional with current experience of driving cultural change in Africa and the Middle East, and a background in UK Financial Services. Andrew is a senior leader with a range of experience spanning HR business partnering, management development and organisational change. Andrew now runs a successful consultancy and training business. He demonstrates flexibility and adaptability in building relationships with individuals at all levels, in order to drive personal development and behaviour change. Andrew is design, execution and results focused and operates to the highest standards of integrity.

Andrew has worked with many organisations including Barclays, Tetrapak, Cambridge University, Astra Zeneca, Royal Bank of Scotland, Ernst and Young, BankMuscat International and Bank Al Jazeera. His consultancy business focusses on HR, Leadership and Management and includes designing and running training programmes and Executive Coaching.

Andrew qualified as an Executive Coach in 2010, with the Academy of Executive Coaching in London. Coaching forms a core part of Andrew's current role and takes place in two contexts. Andrew works as an Executive Coach individually with Directors and senior Managers at organisations including Barclays, Tadawul, Experian, Sage Group, Dr Foster and Tetrapak in Sweden. He also coaches others on their personal development in the context of training programmes: clients include Bank Al Jazeera, Barclays, AstraZeneca, BankMuscat International in Bahrain, and Covidien in Singapore.

Andrew's coaching covers a wide range of client driven 'topics' including career development, personal development, professional relationships in the workplace, performance goals as well as personal motivation and self-awareness.

### Mini Bio

- CIPD qualified HR professional with current experience of driving cultural change in Africa and the Middle East, and a background in UK Financial Services
- Senior leader with a range of experience spanning HR business partnering, management development and organisational change within complex organisational structures

### Qualifications

- AoEC Executive Coaching (2010)
- MCIPD (2005)
- ACIB (1994)
- BA Hons. II(ii) Durham University in Foreign Languages (1989)