

Mentor Profile

Mentor Name **Graham Pidcock**

Pen Portrait

An experienced General Manager and Organisation Development and Training Professional with over 30 years of experience and a broad spectrum of expertise in the private, public and voluntary sectors. In addition to considerable consulting work, coaching and mentoring, his general management experience includes line responsibility at a senior level and policy and strategy formulation. Creative and practical with good social, presentation and interpersonal skills.

What is your greatest achievement so far?

Following the challenge of developing and managing a national Training Agency for the Isle of Man for 14 years, moving from the public sector to the private sector and establishing a successful management consultancy.

Name an organisation (other than your own) that you see as the perfect one and why?

Rotary; not necessarily "perfect", but the best I have discovered, giving opportunities for fun and great fellowship coupled with the satisfaction of being able to help and support local and international projects that make a difference to people's lives.

Name a business leader that you admire and why?

I admire Richard Branson, particularly for his motivational qualities. My experience in developing effective leaders is that it is a necessity to inspire people, together with integrity and the ability to inspire trust, and the willingness to show support and care for those who would follow you.

Why are you passionate about mentoring?

I get great satisfaction through assisting people to be more effective, offering honest feedback about their performance and assisting them to be creative and to try different approaches.

Who or what has been your greatest inspiration?

My own mentors, particularly Prof. A Freedman

Professional Qualifications:

MSC (Management of organisation Change) Chartered Fellow IPD MIMgt ROPD (Ohio)

Experience:

Wide range of public, private and charity sector experience, including BP, Shell, NHS, Abbey, Ronaldsway Aircraft Co. British Red Cross, Arthritis Care, Long Eaton School, etc.

Skills and Expertise:

Strategy & business planning
Leadership & team effectiveness
Managing organisational change
Identification of organisational blockages, design & implementation of solutions