

Ben Clayton-Jolly Consultant Partner Europe



Ben's passion, and lifelong interest, is leadership and human performance. After working as an outdoor pursuits instructor in the early 1980's he spent 13 years in an organisational leadership role. This was initially with the British Army's Parachute Regiment, where he was promoted to the rank of Major, and then as a Country Director in Zimbabwe, and Uganda, for Raleigh International, the youth development charity. Since 1995 he has been working as a consultant developing leadership, team and organisational performance for a wide variety of national and international organisations, commercial, public sector and NGO.

Typically he works with executive boards, senior and middle managers to develop leadership at an organisational and personal level. He works with individuals and teams, usually as a long-term business partner. His approach integrates individual and team coaching to create a leadership, and high performance, culture. He has extensive experience as a team coach facilitating international project teams undertaking complex business challenges in multi-cultural environments. For many years his work has centred on working with global and pan European organisations, such as the International Red Cross, Owens Corning, Solvay and Roche. He has extensive experience of working in demanding physical environments and often works with clients operating in such environments such as oil and gas exploration project managers.

He is an experienced executive coach and has a particular interest in creating high impact learning experiences using experiential learning, which includes a unique approach to leadership development involving wilderness based programmes using real projects in developing countries for clients such as Hewlett Packard and Swiss Re.

Ben has studied extensively in the fields of education, psychology and leadership. He is a Fellow of the Chartered Institute for Personnel and Development, and has an MA in Psychological Coaching. His approach combines some of the latest thinking from a wide variety of fields including neuroscience, coaching and sports psychology, as well as his own wide ranging personal experiences in leadership, and performance development.