



Education.

2002 – 2005 - Surrey University.

- MSc Change Agent Skills & Strategies - Merit.

1984 - 1988 Sheffield (City) Polytechnic.

- BA Business Studies - First Class Honours;
- Sole winner of *Whitbread Corporate Strategy Prize*, awarded for excellence shown in this area.

1979 - 1984 Bedford Modern School.

- 8 GCE 'O' Levels; 3 GCE 'A' Levels.

Professional qualifications.

- Chartered Fellow of the Chartered Institute of Personnel and Development.
- Graduate of the five month 'Newfield Ontological Learning Course – Pursuing Mastery for Experienced Coaches', a personal development programme aimed at coaches with at least 200 hours coaching experience and who are graduates of a formal coaching programme.
- Licensed to use a number of psychometric instruments.

Career details:

**Coch, Facilitator, Leadership Development Specialist, Change Consultant
Real-Eyes Personal & Organisation Development, Midlands, UK**

Feb 2007 – Present

Leading a consultancy specialising in enabling individuals, teams and organisations to change, raise their game or even transform themselves. Experienced in a wide range of sectors, including professional services, investment banking, automotive, construction, utilities, retail, manufacturing and financial services. Clients worked with include KPMG, BP, Anglo American, National Capital Bank (KSA), EC Harris, Collier Capital, Wesleyan Assurance, GVA Grimley, Shakespeare Putsman, Birmingham City Council and Coventry Business School.

**Senior Manager, Diversity July 2006 to Jan 2007
KPMG, London.**

Led KPMG's work on gender and flexible working. Relationship Manager for Tax & People Services – KPMG's second largest Business Unit. Reported into Head of Diversity.

Main achievements:

- Part of the facilitation team for a pioneering Partner diversity workshop, Daring to be Different;
- Represented KPMG's work on diversity in both the FT and The Times;
- Led and helped establish a network of Flexible Working Champions;
- Led a ground-breaking piece of work focused on developing and retaining KPMG's most talented women.

**Head of Learning & Change June 2001 to June 2006.
KPMG Corporate Finance, London.**

Head of a team providing a comprehensive organisation development and technical training programme to KPMG Corporate Finance. Budget responsibility - £1m. Reported into UK, Chief Operating Officer.

Main achievements:

- Personally developed and implemented a number of change programmes that were central to realising our strategy, such as a twelve month personal and business transformation programme for all Partners and Directors aimed at enhancing their impact and presence to enable the business to move to a higher value space in the market. Board members attributed part of the 29% growth in the business to this programme. During the programme engagements with fees in excess of £750k increased from four to 17!
- Led a number of projects which measurably enhanced the sales effectiveness of senior people;
- Strategic adviser to the board on a wide range of people issues, such as improving the way the Partner and Director pipeline was managed;
- Led a team that runs a comprehensive and highly regarded global training academy for all corporate financiers;
- Personally coached a number of senior people leading to observable performance improvements;
- Led a number of large and complex projects, such as designing and implementing a training and competence scheme that satisfied the Financial Services Authority's requirements.

**Senior Manager, Learning & Development October 1999 to May 2001.
KPMG, Birmingham**

Senior member of a national team providing a comprehensive management and organisation development service to the UK Firm. Reported into Director of Learning & Development.

Main achievements:

- Personally coached and sourced external executive coaches for over 40 senior managers and partners, resulting in quantifiable improvements in their performance;
- Core project team member working with major training suppliers to globalise the management skills training curriculum;
- Provided a high quality consultancy service to my designated internal clients. The value added by this was substantiated by two things: 1) Written feedback; 2) One of them poached me for a role in their business!

Matthew Gregory - Curriculum Vitae

- Designed and facilitated a variety of performance improvement events, for example, helping a new team to rapidly hit high levels of performance;
- Project Leader for a number of OD projects, such as a project developing a strategy to increase the commerciality of KPMG advisers;
- Led KPMG's sales training.

Head of Training & Career Development June 1998 - September 1999.
KPMG, Birmingham.

Head of a team of six people providing a high quality graduate and management training service to a semi-autonomous business unit covering the Midlands, South West and South Wales (2,000 people). Reported into the HR Director.

Main achievements:

- Managed a £2M training budget;
- Key member of a project which designed and implemented a UK wide performance management system;
- Led the Investors in People project team resulting in successful accreditation for my business unit (2,000 people);
- Sourced a number of executive education programmes from major international business schools.

Training Services Manager April 1997 - June 1998.
Wesleyan Financial Services, Birmingham.

Head of a team of ten people providing a) a training and management & organisation development service to head office; b) a comprehensive training programme to enable new financial advisers to make a rapid start in their new roles. This took place under the regulation of the Personal Investment Authority (now Financial Services Authority).

Management Development Manager July 1994 - March 1997.
Wesleyan Financial Services, Birmingham.

Responsible for the development and implementation of a management development strategy, with the purpose of enabling managers to lead wide scale change and drive business improvements.

Strategic Review project June 1994.
Wesleyan Financial Services, Birmingham.

Key member of a team working with McKinsey & Co. consultants on the implementation of a business transformation strategy. After less than two years a sales force of 300 was producing more than the previous sales force of 900.

Open Learning Training Officer February 1993 - May 1994.
Wesleyan Financial Services, Birmingham.

Responsible for realising major cost savings and enhancing learning by identifying opportunities to convert class room based training to a self-led learning approach.

Product & Sales Training Officer November 1990 - January 1993.
Wesleyan Financial Services, Birmingham.

Responsible for designing, delivering and evaluating product and sales training for new and existing financial advisers and sales managers.

Financial Adviser September 1989 - September 1990.
GAN, London.

As a self employed Financial Adviser, I was responsible for marketing to and advising a range of retail and commercial clients in financial planning. From a standing start, I profitably ran my own business, through selling, influencing and presenting to both individuals and groups.

Fast Track Graduate Management Trainee September 1988 - September 1989.
Employee Relations, British Gas, Potters Bar.

Contact details:

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Personal details.

- Marital Status: Married (4 children).
- Driving license: Current and clean.