

“I see people as fascinating puzzles to be explored, rather than problems to be solved.”

Formerly a manager of a consultancy team in a large UK processing industry, Graeme joined Questions of Difference 2001 bringing his wealth of experience to leadership development, strategic consultancy, conflict management and cultural change programmes.

Empowering people to think and operate more productively, he works to develop individuals and teams across a variety of organisations. Graeme facilitates large and small groups and also works powerfully and sensitively with people and organisations engaged in conflict. He is interested in tangible solutions and business outcomes - practical, people-centred development that make things happen. His portfolio of clients include: British Council, Cadbury, Coutts, ebay, ICE formerly IPE), Inland Revenue, Lloyd's, Lockheed Martin, RBS, and RSA.

Graeme was involved with the design and development of the British Council's high profile and pioneering initiative - InterAction. This programme was created to identify, network and support an emerging generation of African leaders across 19 African countries. It involved developing a network of African facilitators to identify African leaders and provide a platform for these leaders to learn from each other. Graeme also led the UK element of the programme.

The programme profoundly challenged the cynical approach to transformation and showed that ordinary people can and do continue to do extraordinary things if you create the right environment.

Graeme is the creator of the majority of Questions of Difference's game and simulations exercises. These exercises transport participants to different and imaginary contexts, which prepare them to do amazing things and take on incredible challenges.

Graeme gives people the confidence to step up and make a difference:

“I want to help people do great work. My starting point is that everyone sets out trying to do a great job – to make a valuable contribution to whatever organisations or communities they are part of. Sometimes we lose sight of what we are passionate about and cease to recognise the impact that we have on others.”

To learn more about Graeme and the Questions of Difference team contact our office on +44 (0)20 8883 9966 or visit our web site at www.questionsofdifference.com