

Chiltington Associates Ltd provides tailored training, coaching and development programmes to improve the personal effectiveness and business performance of senior staff.

We work with public, private and voluntary sector organisations including:

· **The Police Service in England, Wales and Scotland**

- Charities working in health and social care services
- University social policy faculties

Link to >>>>>> **Source**

<<http://www.chiltingtonassociatesltd.co.uk/html/who.htm>>

Phil Hardy BSc (Hons), PGCE

Phil has an honours degree in mathematics and computing (taken using accelerated learning techniques in his own time whilst working across three continents), a Post Graduate Certificate in Education and is **a Master Neuro Linguistic Programming Practitioner**. He has also studied the "Science of Non-Verbal Communication" under Michael Grinder.

Nicholas Reeves BA, MIEM, ACMI

He has a degree in Economics and Social Policy, is a **graduate of the Common Purpose Programme**, a member of the Institute of Emergency Management and Institute of Directors and an associate member of the Chartered Management Institute and Emergency Planning Society. He is an associate to the Leadership Academy for Policing, the National Centre for Applied Learning Technologies and the Scottish Executive. Nick is also **qualified to deliver psychometric tests**.

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Graham Buchanan BSc (Hons), NdipM, PGCE, MCFI

Graham holds two degrees in Business Studies, a National Diploma in Management and a Post Graduate Certificate of Education. He is also **licensed in the use of a range of psychometric and personality instruments**.

Using his crisis management skills and experience Graham has implemented various major incident and counter terrorist programmes following training by the Ministry of Defence in counter terrorist search methods.

He was the counter terrorist search co-ordinator at The Derby between 2000 and 2004.

Annette Saunders

Annette has worked in the training field for 23 years, the last five in partnership with Nick Reeves and Alan Wingrove at **the Leadership Academy for Policing, where she was head of the senior women's development and positive action programme.** Qualified as a trainer, she is also **licensed to deliver a wide range of level A psychometric evaluations and undertakes structured debriefing. She is a graduate of the Common Purpose Programme**

Alan Wingrove M Ed, BA(Hons), Chartered FCIPD, DMS C.Mgr FCFI

Alan is a consultant specialising in executive coaching and strategy; working with senior managers on personal and team development to improve organisational performance. He is **qualified to deliver level A and B psychometric tests** and has triangulated his own academic studies with learning and development, personnel and business. He is a **member of the European Mentoring and Coaching Council**, a Chartered Fellow of the Chartered Institute of Personnel and Development, a Chartered Manager and Fellow of the Chartered Management Institute.

Alan has had a number of articles published on elements of policing including: the future of policing; the psychological contract; the role of qualifications within the police professionalisation agenda; the blame culture within the organisation and the paradigm change needed for police reform; and whether centralized policy unduly influences leadership style.

Debra Wood Cert.Ed.

Debra's passion is to help individuals and teams to change their behaviours so that they can achieve greater success. She is an experienced trainer, a facilitator and a designer of training and development programmes... Debra has a certificate in post compulsory education, a **practitioners certificate in Neuro-Linguistic Programming** and a **diploma in fairness and diversity in training**.