



Contacts

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Background

Steve is a former PWC director with more than twenty years experience as a senior international management consultant and business leader working in the UK, Europe and emerging markets. As a graduate engineer with post graduate qualifications in strategy, leadership, innovation and change, Steve offers a unique mix of heavyweight know-how and experience. He has led assignments for major global corporations, has direct experience in establishing business start-ups, and is equally at home acting as a business mentor and executive coach. Steve also has many years hands-on experience in education as a learning provider, and has served as a school governor since 2004.

Steve is a serial innovator. He was the originator of the UK's Bottle Bank glass recycling scheme, a social marketing project which spearheaded a generation of environmental responsibility. He is the developer of the Contingent-Adaptive Theory of Leadership and related methodologies, and has recently launched a suite of novel leadership development programmes. He is also involved in developing links between arts and culture and the business world. He is an accomplished presenter and speaker, and published author (*How Leaders Learn - A Global Survey, 2014; Doing Business in Africa, 2004*). His company, Strategic Alignment Ltd, is publishing a range of e-books on topics related to his areas of expertise, and acts as a focus for research that Steve conducts both for clients and to validate his publications and methodologies.

Seeking

Challenging and interesting assignments anywhere in the world, especially at the interface of strategy, leadership, innovation and change in commercial, non-profit or education sectors.

Strategy and business development

Steve has long experience and significant expertise working with boards and management teams in facilitating strategy, leadership, innovation, change and performance improvement. He brings sound theoretical knowledge to support his mastery of a wide range of tools, techniques and methodologies. Clients have included organisations across multiple sectors including:

- Agri-business
- Arts and Culture
- Consulting
- Development Agencies
- Education
- FMCG
- Media and Entertainment
- Power Utilities
- Security
- SMEs
- Telecommunications
- Trade Associations
- Travel and Tourism

Some international clients

- Accenture
- Barclays
- Coca-Cola
- Commonwealth Business Council
- GSK
- Lafarge
- Nestlé
- Shell
- Swire Group
- Unilever
- United Nations agencies
- Vodafone

Innovations and achievements

- A rotary slide rule to predict the sound level of fans used in ventilation systems, based on blade size, diameter and running speed.
- The Bottle Bank glass recycling scheme which became a household word and dictionary entry, and a widely imitated environmental improvement programme.
- Product knowledge for sales reps delivered via in-car sound systems.
- Co-founder of the Ecotourism Society of Kenya.
- Adaptation of Kaizen continuous performance improvement concepts for application in agri-business.
- Formulation of the Contingent-Adaptive Theory of Leadership.

Formative leadership experiences

- Troop leader in the Scouts aged 16
- Self-organized trip to the Czech Republic aged 17
- Overland tours of Europe and North Africa aged 20-22
- Promotion to Assistant Director aged 27
- Self-driven overland expedition London-Cape Town aged 30
- Established first business start-up aged 34
- Appointment as MD of an autonomous consultancy unit within PWC aged 39
- Management buy-out aged 44
- Learned to fly aged 47
- Set up new ventures in several countries aged 50

Education and qualifications

Master of Arts in Leading Innovation and Change, York St John University (distinction, class prize)

Bachelor of Science in Mechanical Engineering (Hons. 2.1), Coventry University

Further education and training:

- Inspiring Leadership through Emotional Intelligence - Case Western Reserve University
- Surviving Disruptive Technologies - University of Maryland
- New Venture Finance - University of Maryland
- Competitive Strategy - Ludwig-Maximilians University Munich
- Branded Customer Service - TMI
- Project Management - Urwick Management Centre
- Managing the Consultancy Process - PWC

Other interests

Playing rock and jazz guitar, adventure travel, writing and photography.

Career history

2011 - present MANAGING DIRECTOR, STRATEGIC ALIGNMENT LTD, UK

Management consulting, leadership training, and publishing in the UK and overseas.

1996 - present FRANCHISE HOLDER AND CEO, TACK INTERNATIONAL, EAST AFRICA REGION

Responsible for the regional management and operations for this global consulting and human resource development firm including business strategy, marketing, partnership and alliances, and brand custody. Involved in board level assignments for major international clients in strategy, change and performance management in banking, insurance, education, telecommunications, energy, agribusiness and non-profit sectors.

1986 - 1996 MANAGEMENT CONSULTANT, PRICEWATERHOUSECOOPERS (PWC)

Fast track progression through Managing Consultant to Regional Director with the PWC management consultancy practice, gaining wide experience in a variety of assignments and fully responsible for consulting activity in the tourism sector, in strategy and human resource development. Member of the firm's Executive Committee and responsible for its continuing professional education programme. Beneficiary of the firm's legendary training programmes. Left as part of a management buy-out of part of the consultancy business.

1982 - 1986 SALES TECHNICAL AND TRAINING ADVISOR, SHELL OIL COMPANY

Promoted within a year from a role within a territory to national head office providing technical and marketing support and training on fuels and lubricants to staff and clients throughout the southern Africa region.

1974 - 1982 ASSISTANT DIRECTOR, GLASS MANUFACTURERS FEDERATION, LONDON

Fast track progression to Assistant Director of this then high profile British trade association. Responsible for industry environmental and marketing activities in the UK, and liaison with partners across Europe.

Referees Contacts provided on request.

Eric Pillinger, former MD, TACK International, global HQ, Hertfordshire, UK.

John Holtby, Managing Director, Cornucopia Arts & Culture, East Riding of Yorkshire, UK.

Sheila Yieke, Director, Commission on Revenue Allocation, Government of Kenya.

Keywords: Leadership, strategy, change, innovation, education, international