

Chris Malpass

Organisational Development Consultant



Chris's background includes 20 years as a Teacher, Trainer, Training Manager and Senior Manager in diverse organisations from education, voluntary organisations, aircraft engineering, healthcare and the British Army. His wide experience includes training design and delivery, organisational development, change management, project management, performance appraisal systems and competence frameworks.

An experienced communicator, he has worked with varied groups from cooks and cleaners to Vice Presidents and Chief Executives, and his background has shaped a strong business focus, operational and strategic understanding.

Chris's main areas of expertise are:

- Leadership and Management Development
- Performance Development & Appraisal systems
- Competence Frameworks
- Team Effectiveness
- Change Management
- Learning and Development
- Organisational Development

His understanding of leadership and management is well developed and practical, having managed small teams and large corporate projects in diverse companies, through to leading soldiers as a commissioned officer in various operational theatres. He has implemented competence schemes with specialist teams and whole companies and is currently involved with organisational development of a large national health service acute trust.

Chris is a member of the Chartered Institute of Personnel and Development, Institute of Leadership and Management and the Institute of Executive Development. He is an Associate Lecturer with De Montfort University, Leicester and is a qualified teacher and e-tutor with experience in IT Training. Chris is an accredited MBTI and 360° feedback coach/facilitator.



As a balance to working with different organisations, Chris also develops people through experiences in the outdoors and holds membership of the Institute for Outdoor Learning. He is a UK Mountain Leader and a member of the British Mountaineering Council, and has worked as an international Expedition Leader. Chris also works voluntarily with the Duke of Edinburgh's Award scheme to develop the confidence and life skills of young people. Chris is a Director of The Pathways Group and a key driver behind their UK-Spanish venture for leadership and management development.

When not working on these projects, Chris loves classical music, travelling and adventure sports, flies a paramotor, is a qualified mountain bike leader and offshore sailor, and lives in North Devon. You can contact Chris on 07791 128110 or visit the web site at www.pathwaysgroup.co.uk.



the pathways group