

Paul Bedwell

Learning and Development Consultant



Paul's background includes 17 years as a Trainer, Training Manager and Senior Manager in diverse organisations from education, legal, FMCG food distribution, financial services, healthcare and the British Army. His experience includes training design and delivery, strategy, 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, shaping a strong business focus and operational and strategic understanding.

Paul's main areas of expertise are:

- Leadership and Management Development
- Performance Development & Competence systems
- Employee Engagement
- Team Effectiveness
- Performance Appraisal and Competence Schemes

His understanding of leadership and management is well rounded and practical, having managed small teams and large corporate projects in diverse companies, through to leading soldiers as an Infantry commander and instructor. He has implemented competence schemes with specialist teams and whole companies and is currently involved with the national NHS scheme for 1.2 million employees.



Paul is a member of the Institute of Leadership and Management, the Institute of Business Consulting and the Institute of Executive Development. He is an Associate Tutor with Leicester De Montfort University and Northampton University Business School, a member of the Alumni Association of Ashridge Business School, and contributes to the Northamptonshire Business Opinion Panel. A qualified Business Mentor, he also helps young entrepreneurs into self-employment.

As a balance to working inside organisations, Paul also develops people through experiences in the outdoors. He holds membership of the Institute for Outdoor Learning, is a UK Mountain Leader, a member of the British Mountaineering Council and Mountain Leader Training Association, and has worked as an international Expedition Leader. Paul also works voluntarily to develop the confidence and life skills of young people, through the Duke of Edinburgh's Award, the Princes Trust, the Tall Ships Youth Trust, as a Board Trustee of the Challenger Trust, and as a volunteer advisor for an outdoor activity centre.

Paul is a director of The Pathways Group and is working on the company's new UK-Spanish venture for leadership and management development.

When not working on these projects, Paul loves music, travelling and adventure sports, rides a mountain board and mountain bike, and lives in Northamptonshire. You can contact Paul on 07711 636568 or via the web site at www.pathwaysgroup.co.uk.



the pathways group