



## BIOGRAPHY

# TOM ANSWER

### EXECUTIVE STATEMENT

I am an innovative and skilled coach, facilitator and instructional designer with broad experience of working across a number of industries with professionals at all organisational levels. I am driven by a genuine curiosity in what drives behaviour, and pride myself in inspiring this curiosity in my clients, enabling them to discover new strategies to achieve their goals and overcome existing challenges.

I am passionate about personal growth and seek to unlock people's potential by delivering high impact training and overcoming preconceptions and false beliefs through positive challenge and encouraging self-discovery.

The majority of my career has been focussed on the retail sector where I have designed and delivered award winning training for global multi-channel brands, and in 2014 I took the experience I gained in this time and founded the learning and development consultancy Big Answers.

### METHODOLOGY

Authenticity is the key principle that underpins any intervention that I design or deliver. The content I share is based on genuine experiences and observations, and I thoroughly road test any behavioural change that I am encouraging my clients to make. My delivery is based on the belief that individuals are right to challenge any assumption made without seeing, hearing or feeling it for themselves.

With this in mind I endeavour to create learning experiences which inspire self-driven change, and invite people to challenge, query or object to any concept or theory which does not correlate with their personal experiences.

### TESTIMONIALS

"Tom is an inspirational person to work with. He is full of energy, wit, character and probably most importantly is very credible. He has a wealth of relevant experience gained from his time working in retail management, as well as around 8 years in L&D and shares stories and insights that help bring any training he does to life."

**AK, Head of Learning and Development, ASOS.com**

"Tom provided us with somewhat of an 'eye opener' in terms of how we could do things differently in the future. Not just from a training perspective but by giving us something to aspire to in terms of culture instillation. You could say we have become inspired to ask ourselves Big Questions to go with Tom's Big Answers."

**AA, Project Manager & Head of Improvement Initiatives, British Pepper and Spice**

### RELEVANT CAREER HISTORY

**2014 Coach and Facilitator, Use Your Noggin LTD.**

**2014 Head Honcho, Big Answers**

**2013-2014 Learning and Development Partner, ASOS**

**2012-2013 Commercial Training Consultant, Volkswagen Group**

**2011-2012 Learning and Development Manager, White Stuff**

**2008 - 2011 Learning and Development Manager, HMV**

### RELEVANT QUALIFICATIONS

**Noggin Method Accreditation - Coaching and Facilitation**

**2014 BPS Test User: Occupational, Personality**

**2014 BPS Test User: Occupational, Ability**

**2009 CIPD: Certificate in Training Practice**