



BIOGRAPHY

BEN HOUGHTON

EXECUTIVE STATEMENT

I am the CEO and co-founder of noggin an innovative people development consultancy specialising in interpersonal agility for a range of critical business contexts. Alongside leading the business and mentoring an exceptional team of associates, I'm also an executive coach and workshop leader.

I am a Certified Trainer in FIRO theory and the human element approach. I have co-authored a bestselling business book Feedback or Criticism which drives exceptional performance in creating a culture of coaching.

I'm very proud of the Catalyst process we have developed at noggin which helps people leaders develop real emotional agility and puts their people in good places so they can do good stuff.

METHODOLOGY

My coaching and workshop leading methodology is focused on giving people flexibility in how they think and feel about themselves so they can go on to behave how they want to. In my experience they can then deliver whatever they want to, personally and professionally.

My commercial and personal development experience in delivering change in organisations, groups and individuals provides a sense of reality to my one to one and group coaching. The ability to coach people on the consequences of their actions in these real contexts is vital in making the behavioural change we work towards effective and sustainable.

Whatever level you effect change, it remains esoteric and ineffective if it is not supported with practical skills. The behavioural flexibility to deliver what you want does not magically appear, it needs technique and practice.

TESTIMONIALS

"I've known Ben Houghton as a coach and as a course leader. His relaxed and unassuming style works magnificently in both contexts. Ben possesses that rare quality which enables him to be challenging and thought provoking without being confrontational – a true change agent".

TK, Director, Barclays Bank

"Ben demonstrates incredible insight and intuition in his coaching. He has a warming sense of humour, is very centred and exceptionally self-aware. His sessions are an air of calm which supports a stillness in thought that allows the 'waves to part', unveiling the simplicity of a dilemma or issue".

CD Learning Manager Deloitte LLP

RELEVANT CAREER HISTORY

2005 – Present Use Your Noggin Ltd. CEO and co-founder.

Established a successful and expanding consultancy providing one to one and group coaching to large organisations. One to one coaching clients mainly at senior executive and board level with clients ranging from Barclays, HBOS, Whitbread PLC, The PRA, The Financial Conduct Authority, Deloitte LLP. Group leadership development programmes for Marks and Spencer, ATS Euromaster, Apple, Honda, HMV and Waterstone's, Nuffield Health, Direct Line Group.

2003 – 2005 Marks and Spencer PLC. Change Manager.

Internal consulting and coaching on major change programmes including company-wide restructures and store restructuring. Responsible for managing the people impact of major programmes and coaching senior leaders in effecting change in others.

2000 – 2003 Marks and Spencer PLC. Change and Learning Manager.

Supported commercial delivery of major store redevelopment program, designing and delivering staff engagement processes. Ensuring effective buy-in through leader engagement and upskilling.

RELEVANT QUALIFICATIONS

Noggin Method Accreditation - Coaching and Facilitation

2006 Certified Trainer in The Human Element FIRO® Theory

2003 Master Practitioner of Neuro-Linguistic Programming

2002 Certified Practitioner FIRO-B

2001 MBTI Step I and II