



# Curriculum Vitae

## George Weir



### QUALIFICATIONS

Masters Degree in International Business & Finance  
 Technician Engineer (Electrical)  
 PG Cert in Executive Coaching & Mentoring

### ACCREDITATIONS

MBTI  
 Mentoring  
 Coaching & Leadership  
 Talent Dynamics  
 Hogan Personality Assessment  
 Neurolink-Learning Receptiveness Profile

### KEY SKILLS

Organisational Design & Leadership Development  
 Cultural Safety  
 Executive Coaching & Mentoring  
 Change Management  
 Management Consultancy  
 Strategy & Business Planning  
 Business Transformation  
 Innovation & Entrepreneurship  
 Collaboration  
 Negotiation & Influencing

### YEARS OF EXPERIENCE

40+

### PROFILE

George is an experienced senior executive with strong customer facing skills bringing innovation and profitability to organisations. Total solutions approach: people, process and technology. He works at board and senior management level globally on growth, business and people development challenges.

### EXPERIENCE

George assists individuals and organisations to realise and release their potential, developing their flight path and trajectory globally. He has over 40 years' experience derived in many sectors including: oil & gas, distributed / decentralised energy, construction, nuclear, healthcare, government and education. He has worked with large and SME organisations across the globe to support leaders and managers make difficult shifts in their mind-set, skillset or way of operating.

### SELECT PROJECT EXPERIENCE

- Leadership & Organisational Development – Senior Programmes Designer And Facilitator
  - Management Development Programmes for Senior and Middle Management Personnel in oil & gas businesses including: MENA, UAE, Saudi Arabia, Oman, Yemen, US, AU, UK, and EU.
  - Cultural Safety Leadership programme for the top 1,500 of a \$7bn oil & gas business delivered in over 7 countries.
  - Project Excellence – A cultural and behavioural change programme for Yemen LNG.
  - Tailored interventions for senior teams involved in the renegotiation of long term contracts and conflict resolution.
  - Design and facilitation of strategy and visioning programmes for collaboration between erstwhile competitors.
- EXECUTIVE COACHING & MENTORING
  - Assisted senior managers in their transition to become board members of quoted energy businesses globally.
  - Coaching of African Diplomats from the Ministry of Industry and Commerce.
  - Coaching and Mentoring interventions for Elf Petroleum Nigeria Ltd. (Total / NNPC)
  - Programme delivery to various UK Government bodies including UKTI, BIS, DWP and Scottish Government.



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### SUPPLEMENTARY

Chartered Manager and Fellow of the Chartered Managers Institute

Adjunct Partner of Strathclyde Business School

Fellow of the Institute of Leadership & Management

Fellow of the Institute of Enterprise & Entrepreneurship

Alumni of Babson's Symposia for Entrepreneurship Educators

Council Member Gerson Lehrman Group

Affiliate of the Energy Managers Association

### ➤ MANAGEMENT CONSULTANCY

- Development of businesses in the global energy sector – private and public sectors: distributed and decentralised energy, energy efficiency and digitalisation.
- Preparation of diversification strategies from oil & gas dependency, preparation of business plans and raising finance.