

Neville Wharton

Neville, 48, is a Chartered Occupational Psychologist. Neville graduated in Psychology with a 2i honours degree in 1984 from the University of York. He gained Chartered status in 1999. He is a member of the Occupational Division of the British Psychological Society, a member also of the Association of British Psychologists. He has over 25 years' consultancy experience.

Neville's work as a coach effectively started on joining Northumbrian Water in 1990. Here, as part of a psychology team, he initiated 360 development programmes as well as individual and team development programmes using the outdoors [Kielder] throughout the 90's. This was an exciting environment as it was a recently privatised industry, hence the massive culture change and organisational development. His work as a coach within HE dates back to the late 90's, working particularly with Northumbria University on selection and development, becoming one of Northumbria's preferred coaches throughout the decade 2000 onwards. Neville started working with Newcastle University in 2003. All the clients listed above have had extensive individual and team development coaching throughout the period of Neville Wharton Business Psychology Group's existence.

Neville's interests lie predominantly in coaching and development, particularly in the areas of leadership, team working and decision making. He likes to use an extensive array of psychometrics to enhance self-awareness, takes a person-centred approach to coaching and coaches against the framework of 67 managerial behaviours as defined by the Centre for Creative Leadership. There is a special learning section on the company's website solely for the use of coachees. He has many years experience of managing, coaching and mentoring subordinates and peers within those organisations for whom he has worked. As Managing Director of his own business he has acquired relevant business experience in achieving challenging growth targets.

Recent clients with whom Neville has implemented various coaching programmes personally include:

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| <input type="checkbox"/> Creativity, Culture and Education [formerly part of the Arts Council] | <input type="checkbox"/> The Northumbria Healthcare NHS Trust |
| <input type="checkbox"/> De Montfort University | <input type="checkbox"/> Northumbria University |
| <input type="checkbox"/> Metroline | <input type="checkbox"/> Oxford Bus |
| <input type="checkbox"/> Newcastle Science City | <input type="checkbox"/> Pactiv Global Packaging |
| <input type="checkbox"/> The Newcastle upon Tyne Hospitals NHS Foundation Trust | <input type="checkbox"/> Parker Hannifin |
| <input type="checkbox"/> Newcastle University | <input type="checkbox"/> Sunderland University |
| <input type="checkbox"/> Nike | <input type="checkbox"/> Teesside University |
| <input type="checkbox"/> North Tees & Hartlepool NHS Foundation Trust | <input type="checkbox"/> TSG |
| <input type="checkbox"/> Northern Doctors Urgent Care | <input type="checkbox"/> Universities for the North East |

Neville has worked for consultancies based in London, Manchester and Newcastle. He has been based in Newcastle since 1990. In London, Neville worked for the Independent and Assessment Research Centre, based in Marylebone; this is now part of Ashridge Management College. In Manchester, Neville worked for the LINK Organisation, a leading national recruitment, training and management consultancy. In 1990 Neville joined CPR, part of the Northumbrian Water Group and was involved in a number of the change and organisation development programmes on-going at the time of post-privatisation. In 1994 Neville joined Varley Walker, a Newcastle firm of Human Resource Consultants. He was appointed Head of the psychology business unit. In 1999, Neville founded the Limited company that is Neville Wharton Business Psychology and to date the company has achieved year on year growth. It has full UK coverage through its two offices, one in London the other in Newcastle, direct employee and associate network.

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