



James Farrell

Senior Consultant

Helping leaders and teams turn learning into lasting behavioural change and improved performance

About

James is a leadership, performance and culture specialist with over 30 years' experience helping individuals, teams and organisations grow and perform at their best.

Having held senior roles with organisations including HARIBO UK, Arla Foods and O2 UK.

James brings extensive experience in leadership development, organisational culture and transformation.

Away from work, James enjoys football, cricket, cycling and almost anything involving competition and performance.

Approach



Creates engaging and supportive environments that balance empathy with appropriate challenge.



Encourages accountability and helps people turn learning into practical workplace improvements.



Works effectively with executive teams, leadership teams and middle management.



Focuses on meaningful behavioural change and measurable improvements in performance.

Experience



Built and led a team of 50 trainers for a major digital transformation programme at Saint-Gobain.



Led people development and culture transformation across HARIBO UK and Ireland.



Held senior roles with Arla Foods, O2 UK, Tarmac and InStep.



Built leadership capability, high-performing teams and effective organisational cultures across a broad range of industries.

Qualifications and credentials

DiSC Practitioner

Lean Six Sigma Green belt

Hogan Assessment Practitioner

NLP Practitioner

Predictive Index

NeuroScience for Business MIT

“ We are what we repeatedly do. Excellence, then, is not an act, but a habit - Aristotle ”