



Doug's focus is leadership development and building purposefully learning cultures. He is an experienced leader, advisor and social entrepreneur, with 30+ years of experience in the commercial, state and social sectors. Doug's clients have spanned the technology, financial services, energy, central government and charity sectors. He has led operations in the U.S. and across Europe, and he is based in London.

"Doug stands out not because of expertise in a particular area but in his ability to integrate across areas and to tie the most complex, diverse content back to a simple and resonant set of principles. Beyond gaining skills, we experienced a powerful shift in perspective."

Consulting Specialisations

Leadership - putting courage and curiosity at the heart of your success.
Personal development - exploring blind spots and defensive mechanisms for new perspective.

Learning culture - making continuous stretch for all your sustainable advantage.

Recent Clients

McKinsey & Company, Sonnedix, Quantum Black, the Cabinet Office and a consortium of France's largest youth charities

Education

BS in Economics | United States Military Academy at West Point
MA in Philosophy, Politics and Economics | Oxford University

Inspiration

The astounding difference that courageous, curious, caring leadership makes to working culture, to the lives of colleagues and to teams' ability to serve their chosen purpose. We can't leave potential undeveloped!

Consulting Experience

Doug's consulting experience began with McKinsey & Company, where he was an associate and project manager. Based first in California then in London, he worked at C-level on issues including strategy, merger/acquisition, CRM, turnaround and cost-cutting. Doug's independent consulting has increasingly focused on people, leadership and cultural dimensions. Clients include McKinsey, Sonnedix, the Cabinet Office and a consortium of France's largest youth charities.

Consulting Approach

Doug's work is grounded in two fundamental beliefs. First, that today's environment places a large premium on adaptability and the ability to navigate and operate in uncertainty. Second, that subconscious biases and defence mechanisms (individual and collective) are the main obstacles to developing the quality decision-making and communication that adaptability demands. Doug partners with trusted coaches to improve executive team members' awareness and effectiveness. In concert, he pilots practices with designated teams to build transparency, self-awareness, feedback and coaching into delivery of core business aims, finally helping clients roll out changes culture-wide.

Life Before Coaching

Outside his client service at McKinsey & Company, Doug managed professional development for McKinsey's London & Dublin consultants. He went on to lead Google's staffing programmes across EMEA and People Operations for its EMEA technical staff. Doug then co-founded and served as an executive for two social enterprises, The Challenge and NCS Trust, over the course of seven years. These organisations now have joint annual turnover of £120m+, and more than 300,000 teenagers across the UK have taken part in their 4-week personal and social development programme.

More About Doug

In addition to his academic education, Doug is a graduate of the U.S. Army's elite Ranger School, where he learned many of the leadership lessons he has applied through life. After his first job leading an infantry platoon of a multinational brigade in exercises across Europe, he continued in operational and strategic planning roles for seven years in the military. Doug grew up in the U.S. midwest and has lived in London since 1998. His three sons are a source of wonder. He enjoys cycling, singing, practicing yoga and travelling around Europe with his partner, in their VW camper van.