



Andrew Scowcroft MA, MHSM, MCIPD, FInst. LM established Development Consultancy at the start of 2001, specifically to provide a cost effective and responsive consultancy service to any individual or organisation wishing to invest in their development.

Andrew is an experienced and respected management development consultant and health service manager, with 35 years public sector experience, including 20 years as a self-financing consultant. He is used extensively by the NHS, and by other public and private sector clients, to provide a range of services from training and development programmes through to executive coaching for top managers. Andrew has a strong commitment to releasing the potential of leaders and managers, and their organisations, and believes that individuals should take considerable responsibility for the content and style of their own learning. His development activities are extremely highly rated in terms of participant evaluation, due in large part to the practical nature of the material and its rapid transferability to the workplace.

Andrew's clients include the National Assembly for Wales, Health Authorities, NHS Trusts, General Practices, the Independent Health Sector, Local Government and private individuals. In addition, he is a senior Consultant with April Training Executive Ltd, a company that has designed and marketed a powerful business simulation used in the development of both business and people management skills.

With a colleague he has developed Vital Signs, a suite of foundational management skills programmes for managers, and has received endorsement from the Institute of Leadership and Management for these courses.

Andrew holds a Diploma from the Institute of Health Services Management, BPS Level A and B certificates in Psychometric Testing, and completed a MA in Learning and Change in Organisations, University of West of England in 2002.

He is a regular contributor to post graduate academic programmes and is an Honorary Senior Tutor at Cardiff University. In addition to this Andrew is an Visiting Fellow of the Welsh Institute for Health and Social Care, at the University of Glamorgan.

Prior to establishing Development Consultancy, Andrew held the posts of Director of Consultancy for the NHS Staff College Wales, Head of Management Development, MCS, Welsh Health Common Services Authority, and Director of Welsh Health Development International, an overseas health consultancy operated from within the NHS. Between 1973 and 1988, he was a health service manager in the Nottingham, Derby, and Reading areas.

- Member of the Institute of Health Services Management,
- Member of the Chartered Institute of Personnel and Development,
- Fellow of the Institute of Leadership and Management,
- Associate of the Welsh Institute for Health and Social Care
- Member of the British Psychological Society Register of Psychometric Test Users

Andrew lives in Llantrisant South Wales, is married to Ann, an occupational therapist working locally, and they have two grown up daughters. He is a Trustee of The Bridge South Wales- a charity based locally, with a particular role in providing advice on business and development matters.