



JOHN GRISBY

Business Growth Facilitator | Leadership Performance Enabler & Capacity Builder Professor of Practice | Author | Speaker | Facilitator

John's heritage in human performance and development is from 25 years' experience of a multi-disciplined background/roles, which include competitive sport, organisational/leadership performance consultancy, public sector, entrepreneurship and academia. He has lived and worked in Europe, US, Africa, South America and the Middle East and is trilingual speaking English, Spanish and Italian.

LEADERSHIP STRATEGY, DEVELOPMENT AND PERFORMANCE

John has a track record for delivering results in leadership strategy, performance and development from 25-year experience in business, consultancy and competitive sport. He has worked with leaders of listed global companies and managers/coaches in professional sport to develop their strategic thinking, role capacity and transforming the performance of others. He uses first principle science, academic theory and evidence-based methodology—aligning the human and organizational elements to achieve results. Both commercial application and assessments have been 'tried and tested' globally (since 1970s) in the most complex environments—geopolitical, organizational and competitive sport (i.e. South Africa, Middle East, U.S. Olympic and Professional Sport).

His expertise in Executive Coaching for Performance was developed as a member of Faculty at The School of Coaching founded by Myles Downey a pioneer in performance coaching. As Faculty/Consultant he led open programmes and was responsible for consulting, designing and delivering in-company leadership performance programmes in companies including Sky, NFU Mutual, National Grid, British Gas, Freshfields, NHS East of England and Lloyds TSB. John co-delivered a project with Myles Downey to establish the 'Inner Game of Coaching' in the world of professional sport performance coaching (football, rugby and tennis).

PROFESSOR IN PRACTICE MANAGEMENT (FHEA) AND AUTHOR

John is a Professor of Practice Management at the University of Bedfordshire Business School. His works with the Dean and Associate Dean to deliver the business school's employability and practice based strategy (UK/Europe/Middle East). His multi-faceted role integrates theory with real-world application to develop, design, consult and deliver on a broad range of special projects; which include Business School Impact System, Small Business Charter, Innovation Bridge, ICT Escalator, Innovation & Enterprise, Executive MBA (Part-Time), Executive Education and guest lectures.

He is published in various commercial magazines and academic journals such as Chartered Manager Insights Magazine (2016), Global Professional Tennis Coach Association (2016), International Journal of Sports Science & Coaching (2015), The English RFU Technical Coaching Journal (2008) and London Football Coaches' Association Magazine (2008).

SME, MIDDLE MARKET BUSINESS AND PRIVATE EQUITY PORTFOLIO COMPANY GROWTH

John works with privately owned business and Private Equity portfolio companies in growth, scale and exit phases using Company Lifecycle Methodology. He is trained and certified by the Adizes Institute in the methodology—voted by Inc. Magazine (USA) #3 all-time best in class process and structure for growth-focused business. He helps founder/owner and MDs, and their key management teams, manage change, solve problems and deliver opportunities—which impact performance across the entire business' systems/sub-systems including human resource, sales, marketing, operations, finance, administration and strategy. Results include Founder/Owner-MDs being able to work both simultaneously 'on'/strategy and 'in'/management their business and PE portfolio companies nearly double EBITDA in accelerated time frames (between 10% to 25% in one and a half/two years). He is Founder of XPX London Chapter, part of XPX Global (USA) an association of professional advisors who work collaboratively to help owners build valuable businesses and assist them in preparing and executing a successful transition.

Highlights in the private market sector include helping; UK entrepreneur of the year (1999) Mark Dixon's Regus Plc grow in Europe/South America from mid-stage start-up to IPO. A traditional family-owned Spanish publishing house expand internationally into the UK and US. Co-Founders of Fifty Lessons (UK), a digital education content producer, build start-up structure to eventual US expansion and M&A. Global independent business media group developing projects of behalf of their clients CNN, CNBC, The Economist and Business Week in Africa, Europe and South America.