

**Areas of expertise:**

- Horizontal Leadership
- Participative Processes
- Continuous Improvement
- Lean Thinking & Appreciative Inquiry
- Front End Innovation
- Team Development

Languages:

- English
- French
- Spanish

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Andrew Prior is an experienced organizational change and business improvement leader, trainer and coach.

Andrew uses a horizontal leadership approach that focuses on the human being and the organization as a complex living organism with different values, beliefs, principles and qualities. His way of working creates sustainable added value and brings balance to organizations by using participative processes that focus on dialogue and build trust.

He sees a need for organizations to balance out a dominating vertical management dynamic that deals primarily with controlling and maintaining systems. Organizations with too much management and too little leadership consequently find difficulties in adapting to an environment that is constantly changing. He believes that most organizations fail to evolve due to a lack of horizontal leadership.

Andrew is experienced in balancing people, relationships and processes to accomplish concrete business goals. His passion lies in developing business solutions with visionary leaders, empowered teams, collaborating networks, evolving processes and systems, agile innovation and continuous improvement.

He works within global corporations, NGOs and EU Government Institutions on development projects in the areas of Front End Innovation, lean thinking (Kaizen), appreciative inquiry, customer focus, learning organizations and talent development.

Before entering the consulting field, Andrew worked as an engineer and manager for over 13 years in large global corporations in the telecoms industry. He has worked in the USA, Europe, Africa, the Middle East, Eastern Europe and Russia.

Andrew graduated with an MBA in Innovation and Strategy from Edhec Business School in France. He holds an honors degree in Communications Engineering from Napier University in Scotland, a diploma in Management from the Open University and a certificate in Environmental Management from Imperial College London.

He is a certified trainer in MBTI and Spiral Dynamics for organizational transformation and leadership development.