

Paul Stephen Brennan MA BA PGCE PGCertODE Chartered FCIPD FCMI FIFL
TAP Certified Trainer

Profile

Formerly a senior officer in the Royal Air Force, Paul is a highly skilled, competent and versatile freelance training practitioner and personal development facilitator, with proven team leading, problem solving and Project Management skills. An experienced HR manager with knowledge of personnel selection and recruitment processes. An exceptional trainer who can deliver presentations to a wide range of audiences from basic to boardroom levels.

Key Skill Areas

Interpersonal skills	Leadership	Team working/building	Project management
Problem solving	Presentation skills	Psychometrics	Change management
Staff management	Personnel selection	NVQs	Training design/needs analysis
Senior Team Development		Facilitation	Communications skills
Diversity	Dignity at Work	Equal Opportunities	Executive development

Recent Relevant Experience

- Designed and delivered development programme for HR team in Sandwell Mental Health NHS Foundation Trust
- Developed, designed and delivered project ,management programme for the Port of London Authority on behalf of the CIPD
- Elected Vice Chair of the Telford Business Partnership 2009-10
- Designed and delivered two day project management course for the OECD in Paris
- Appointed a Fellow of the Institute for Learning
- Accredited to deliver Diversity and Dignity at Work and Leadership programmes to the Ford Motor Company across the UK
- Developed and delivered series of counselling skills programmes for the PDSA
- Designed and delivered Practical Leadership and Strategic Manager Development courses for a CIPD Client in the Middle East with only one week's notice. Excellent evaluation and now regarded as the 'Trainer of Choice' by the client
- Designed and delivered an executive board development programme for a Midlands based not-for-profit organisation
- Designed and delivered a training programme to 75 senior members of a Midlands local authority undergoing a major change programme focussing on the importance of softer skills in project management
- Designed and delivered a self-awareness / soft skills programme to 140 senior officers from a large Metropolitan Borough Council utilising the Strength Deployment Inventory
- Designed and delivered a range of soft skills, management and leadership courses for international clients based in Dubai
- Delivered a nationwide programme in a wide range of Business Skills for the Childcare Sector
- Designed and delivered a personal development programme for a nationwide housing association, focussing on soft skill development
- Designed and delivered leadership and motivation programme for a Midlands local authority

Significant Earlier achievements

- Executive Board Member Chartered Institute of Personnel and Development, 2005-7
- Led the project to introduce distance learning into core aircraft engineering training for the RAF saving 30,000 man training days per annum
- Designed, developed and delivered the 'Leadership, Team and Personal Development' programme at the RAF's largest training base
- Completed four years tutoring online as an Associate Lecturer for the Open University

Professional Activities

- Completed 4 years as Chair, Shropshire and Mid Wales Branch of the CIPD prior to election to the CIPD Executive Board in May 2005. Appointed a Chartered Fellow in Jan 08
- Six years as a member of the Management Committee, CMI Shropshire Branch. Appointed a Fellow of the Institute in 2008
- Completed CIPD Certificate in Personnel Practice
- Completed Certificate in Personal Coaching and the Diploma in NLP

Leadership and Management Experience

During a long and successful career in the RAF, held a range of appointments with significant leadership and management responsibilities including management of budgets in excess of several millions per annum. Created the first Personal Development Squadron at the RAF's largest training establishment.

Employment History

2001 - date	Freelance Training Consultant
2001 - 2004	Associate Lecturer, Open University
1973 - 2001	Service in the Royal Air Force
1998 - 2001	Squadron Commander and Project Manager, RAF Cosford
1995 - 1997	Training Consultant, RAF Training Development & Support Unit.
1993 - 1995	Manager, Training Resources Flight, RAF Cosford
1992 - 1993	Flight Commander for last apprentice course in the RAF
1991 - 1992	Instructor, advanced RADAR principles
1990 - 1991	Full time Post Graduate Certificate in Education
1990	Officer Training, RAF College Cranwell
1986 - 1990	Ground instructor, No 6 Flying Training School, RAF Finningley
1982 - 1986	Air instructor, No 6 Flying Training School, RAF Finningley
1973 - 1982	Operational tours associated with the Nimrod Maritime Patrol Aircraft

Training and Education

2009	Certificate in Diversity and Equality
2009	TAP Certification Course
2006	Diploma in NLP
2006	Certificate in Personal Coaching
2005	CIPD Certificate in Personnel Practice
2002	Project Management – Open University
2000	MA(Education) - Brunel University
1999	Post Graduate Certificate in Open and Distance Education (Open)
1998	Diploma in Management Studies
1997	NVQ4 in Learning Development
1991	Post Graduate Certificate in Education – Wolverhampton Polytechnic
1989	BA (Open)
2005	Finance for non-financiers (CIPD)
2004	Prince2 Foundation and Practitioner Training
2002	Accelerated/Brain Friendly Learning
2000	Facilitation Skills using NLP
	Trainer as Internal Consultant (CIPD)
1999	Personnel Selection Officers' Course
1998	British Psychological Society Level A&B Accreditation
	Strength Deployment Inventory – Accredited trainer
1997	Practical Management – Nottingham University