

Jason Harrison

organisation consultant and coach



summary profile

Jason is an innovative coach and consultant who helps individuals, groups and organisations think and act differently. He has an unusual blend of commercial and consulting experience and works to help clients engage with complex strategy, change and leadership development challenges. Jason focuses on developing high quality, pragmatic solutions to complex challenges and actively coaches clients to develop their own solutions in highly political and pressured environments.

recent client engagements

2009 - 12 : LEADERSHIP DEVELOPMENT COACH

Providing coaching support to help organisational leaders become more flexible and choiceful about how they lead and transform their organisations. Particular coaching challenges include: developing emotional resilience, being more present, working with uncertainty and ambiguity and developing strategic influencing capability.

2010 - 12 : TEAM COACH

Providing coaching support to teams to help them become more high performing and achieve their stated organisational objectives. Work includes raising individual and collective awareness around team challenges and facilitating action learning to improve behaviours and results.

2009 - 12 : EMERGING LEADERS PROGRAMME DIRECTOR

Programme Director for the design and delivery of a key part of an organisation's talent management programme. This innovative programme focuses on providing emerging leaders with an opportunity to learn about their own leadership through theory, practical case studies and participation in a strategic project. The second cohort has now started the programme, which includes a focus on emotional intelligence, leading teams, leading change and strategic leadership. Leadership coaching support is provided to participants.

2009 - 12 : LEADING CHANGE IN DIFFICULT CIRCUMSTANCES PROGRAMME LEAD

Lead consultant for the design and delivery of an innovative leadership programme which provides senior NHS participants an opportunity to mirror their real-life leading change experiences of uncertainty, ambiguity and anxiety in a learning environment. Participants engage in an emergent approach to change and work with course leaders and colleagues to develop their thinking about how change can be encouraged in complex organisations.

2011 - 12 : STRATEGIC CAPABILITY DEVELOPMENT PROGRAMME DIRECTOR

Designed and delivered a key capability development programme focused on improving the quality of interactions between the organisation's salesforce and their customers. During the course of the programme, a collaborative selling model has been designed and delivered and managers have been trained to effectively coach their teams. A new set of metrics have been designed to complement the capabilities being implemented.

2009 - 10 : ORGANISATION STRATEGY DEVELOPMENT FACILITATION

Lead the design and development of a 5 year strategic planning process for a complex UK construction and engineering business employing over 5,000 people and working in 19 different market sectors. This project focused on facilitating senior leader teams and coaching Directors to create robust Divisional and organisational strategic plans to secure global investment at time of extreme financial and political instability.

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different business clients have included:



recent career experience

2007 - DATE : DIRECTOR AND OWNER, DIFFERENT BUSINESS LTD

Director and Owner of consulting and coaching business focused on helping clients think and act differently around organisational change, leadership and strategy development.

2006 - 2007 : HEAD OF PARTNERSHIP DEVELOPMENT, PFIZER LTD

Developed Pfizer's organisational capability to design and deliver innovative commercial partnerships with NHS organisations to transform the quality of patient care. Set up and led a team to directly develop pilot projects with the NHS and created and implemented a novel partnership process across sales and marketing teams.

2005 - 2006 : REPUTATION PROGRAMME LEADER, ABPI

Seconded to lead a programme to improve the reputation of the industry. Worked with ABPI and industry leaders to reframe 'reputation' as an outcome of the relationships that industry has with its stakeholders. Project led to industry colleagues sharing best practices and provided a focus for the ABPI - NHS Partnerships workstream.

2004 - 2006 : HEAD OF STRATEGIC SUPPORT, PFIZER LTD

Designed and led the analysis, creation and submission of the company-wide annual strategic and operating planning processes. Set up a team of internal consultants to develop Pfizer's capability to think and act more strategically. Led a group of senior managers to conduct strategic inquiries into critical business and environmental challenges.

2002 - 2004 : SENIOR STRATEGIC DEVELOPMENT MANAGER, PFIZER LTD

Established a high quality, internal consulting service to replace the UK organization's reliance on external consultants. Delivered strategic projects directly and coached secondees to design and deliver strategic projects including.

2000 - 2002 : MANAGING CONSULTANT, PA CONSULTING GROUP

Member of the Life Science & Technology Practice providing strategic advice, design and implementation on international programmes of change to Pfizer, GSK, Sanofi and Wyeth.

1999 - 2000 : PERSONAL SABBATICAL

Travelled overland from Bedford to Southern Africa by four wheel drive.

1997 - 1999 : SENIOR MANAGER, CAP GEMINI / GEMINI CONSULTING

Founder member of the Life Sciences Group focused on pharmaceutical, healthcare, medical devices and diagnostics organisations. Project areas included: change management and strategy development. Led the design & delivery of a \$120m international business transformation programme.

1994 - 1996 : SPECIALIST SALES REPRESENTATIVE, JANSSEN-CILAG LTD

Responsible for developing business with primary & secondary care stakeholders within the gastroenterology and palliative care sectors.

1992 - 1994 : BUSINESS ANALYST, ZENECA PHARMACEUTICALS

Responsible for analysis, design and implementation of business information systems.

education / professional development

2012 : LEADERSHIP DEVELOPMENT PROFILE AUTHORISATION, HARTHILL

2012 : SYSTEMIC TEAM COACHING CERTIFICATE, ACADEMY OF EXECUTIVE COACHING

2006 : GESTALT PSYCHOTHERAPY FOUNDATION CERTIFICATE, METANOIA

2005 : MSC ORGANISATIONAL CONSULTING (DISTINCTION), ASHRIDGE

2003 : EUROPEAN LEADERSHIP DEVELOPMENT PROGRAMME, INSEAD

1994 : MEDICAL REPRESENTATIVES EXAMINATION (DISTINCTION), ABPI

1992 : PHD PHYSICAL ORGANIC CHEMISTRY (UNFINISHED), UEA NORWICH

1989 : BSC CHEMISTRY (2.1), UEA NORWICH