

Coaching high achievers

Anthony Williams

A graduate of Keble College Oxford, Anthony Williams gained a PhD in Occupational Psychology at Birkbeck College, London. He brings to coaching a wealth of experience in business and elsewhere: his career has spanned eight organisations in the corporate, academic and public sectors.

Among them was the **Hay Group**, where he worked on three occasions, twice in senior consulting and management roles in London and New York, and later in London, as **worldwide partner and director**, directing various aspects of business around the world including Japan, Central Europe, South Africa and the Middle East. A key challenge was setting up **Hay's operation in Hungary** following the collapse of communism. In the corporate sector Anthony was **Head of Human Resources** for the **BOC Gases Division**, where he met Bill Pitkeathley.

Anthony lived for ten years in the United States. This included some years as **Director of Personnel for the World Bank**, a unique institution of 6,000 employees of whom half were professionals of the highest level drawn from over 150 countries.

In the public sector he undertook a three-year year assignment as **HM Inspector of Constabulary**, where he was responsible for inspecting the overall efficiency and effectiveness of 43 police forces in England and Wales, employing 165,000 staff and with combined budgets of £6.6 billion. He was the first in this role from a non-police background.

In recent years he has been an **independent consultant** specialising in executive coaching, corporate governance and organisation (clients including the **Metropolitan Police Service**). He is also **Visiting Professor** at Cass Business School (City University, London). The author of two books, 'Who will Guard the Guardians? Corporate Governance in the Millennium' and 'Just Reward? The Truth about Top Executive Pay', as well as numerous articles, Anthony is a member of the International Corporate Governance Network.

He believes that one of his main characteristics is a love of variety in both environment and challenge. He is 'fascinated by how organisations of all kinds work as well as by the contribution and motivations of the people in them'.

He is passionately interested in international affairs and politics, and has a wide range of intellectual and artistic interests. Though lacking musical talent he enjoys opera enormously and – had he been able to sing, which he says he can't – he would have loved to be an opera singer!

