

# Milward making sense of organisations

Profile

## Andrew Milward Chairman & Chief Executive Officer

Andrew Milward is chairman and chief executive officer of Milward & Partners. With over twenty-five years' experience in business management he is a recognised expert in leadership development and organisational change. He founded the Milward & Partners group of companies in 1992 following a successful career in the information technology industry and latterly management consulting. Between 1990 and 1992, he was owner and director of a leading Swedish management consulting practice.

Andrew has lived in Sweden, Germany and Hungary where he has advised public and private sector organisations in connection with leadership development, cultural change and integration, performance improvement, business start-up, mergers, acquisitions and organisational restructure.

His special interests include Social Cognitive Theory and its derivative constructs of self and collective efficacy, Positive Psychology and the application of Cognitive-Behavioural approaches in facilitating individual and group change. He has specialist skills in the development of psychometric and sociometric instruments to measure individual and organisational phenomena. He is sought after as a leadership coach and facilitator of executive workshops and is a regular guest speaker at universities and business conferences.

Educated in England, Spain and the United States of America, Andrew has a Master of Science degree in Behavioural Science and a Master of Business Administration degree from the University of Chicago Graduate School of Business. He is a member of the Institute of Management Consultancy in the United Kingdom and is a Certified Management Consultant.

Milward & Partners is a management research and publishing firm specialising in organisational behaviour. Our aim is to further an understanding of the social, psychological and organisational variables that influence individual and group behaviour in organisational contexts. Our services include customised survey design and administration, coaching for individual and group change, advanced training in the behavioural sciences and an advisory service for Government, Industry and the professions.