

# Milward making sense of organisations

Profile

## Nick Williams Partner

Nick Williams is a partner in the Professional Services division at Milward & Partners where he is responsible for individual and organisational development programmes for public and private sector clients. He joined the Milward & Partners group of companies in 2004 following a distinguished thirty-year career as a leader in the armed forces and then as founder and managing director of his own consulting firm.

As a Royal Marines officer for twelve years, Nick undertook various operational and peace time command and training appointments. A physical fitness enthusiast, he was instrumental in shaping the Royal Marines' physical training regime for mainsteam and specialist operations. He left the Royal Marines in 1990 following a military accident which left him with life threatening injuries.

After fighting his way back to health, Nick worked as a manager in the pharmaceutical industry and later as a management consultant. In 1997 he founded his own practice – Denison Williams Consulting, where he rapidly gained a reputation for designing and implementing large scale change programmes in public and private sector organisations.

Nick's life story reflects a consistent pattern of high achievement in the field of sport, military operations and business management. An inspirational coach, Nick has a unique resilience and coping ability which he is able to transfer to his clients. Consistent with his own experiences, Nick's special interests include Positive Psychology and its application to individual and group change.

Educated at Exeter University, Nick has a Master of Business Administration degree with distinction from the School of Business and Economics.

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.