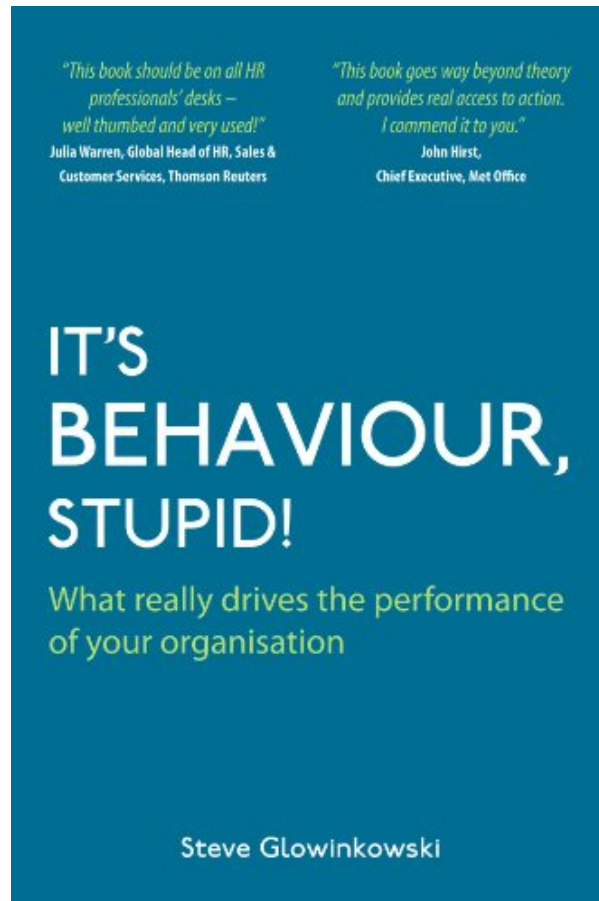


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About the Author

Steve Glowinkowski, BSc (Hons), MA, PhD, C.Psychol, FRSA Steve's commercial background involved over ten years' experience in a series of internal consultancy, managerial and Director roles within the chemical industry and the financial services sector. The majority of this work related to the delivery of major organisational change, the development of organisation-specific behavioural competency frameworks and their subsequent implementation within a leadership and talent management context. In this period, Steve worked extensively in North and South America, Asia, Australia, South Africa and Europe. In the early 1990s, Steve established Glowinkowski International. As a business it operates in both research and consultancy. From cutting edge research, a wide range of bespoke intellectual property has been generated. This has been applied through consultancy activities in the areas of leadership behaviour, culture change and organisational performance improvement. As a consultant, Steve has had extensive involvement in the assessment and development of senior managers and executive directors. He has also conducted extensive research into the question of what differentiates outstanding performance at the level of an individual, a team, a business function and an entire organisation. This research has led to the formulation of a cohesive set of tools which have been implemented across many international organisations. Steve is a Chartered Psychologist and was recently elected a Fellow of the Royal Society of Arts.

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