

"I see people as fascinating puzzles to be explored, rather than problems to be solved."



A world class facilitator who inspires global organisations to engage people, unleash leaders and resolve conflict.

Graeme is passionate about people and helping them to exceed their own expectations. His starting assumption is that everyone sets out to do a good job – they just don't always recognise their impact. Graeme loves to be affirmatively disruptive to help people reconnect with their passion and deliver to their potential.

Graeme likes to engage with people from different cultures, with diverse experiences and disparate priorities. He knows that everything is possible and works towards tangible solutions and business outcomes. He brings curiosity, patience and creativity to understand what makes people tick and help them find their way forward to the success they deserve.

People tell Graeme that he has helped them to resolve conflict and transform relationships that seemed irreconcilable. He has experience of mediating between very senior people in highly politically situations. His sensitivity, skill and gentle questioning allow him to 're-humanise' people, paving the way for them to unlock and overcome their disputes.

Having led a consultancy team in a large UK processing industry, Graeme joined Questions of Difference in 2001. He brings a wealth of experience in strategic business consulting, leadership development, team development, conflict management, organisational development and cultural change. Graeme's clients include: RSA, Coloplast, Lloyd's, Amnesty, Defra, British Council, Cadbury, Coutts, Inland Revenue and Lockheed Martin.

One of Graeme's proudest achievements was his involvement in the design and development of the British Council's high profile and pioneering initiative - InterAction. This programme was created to identify, network and support an emerging generation of African leaders across 19 African countries. He subsequently led the UK element of the programme - 'Learning from Africa to transform the UK' – challenging the cynical approach to transformation and showing that ordinary people can do extraordinary things if you create the right environment.

Whoever said that work can't be fun? Graeme's experience demonstrates that we deliver our very best when we allow ourselves to enjoy the challenges we take on. Graeme is the creator of the majority of Questions of Difference's games and simulations. These active learning exercises transport participants to imaginary contexts and ensure people understand what it takes to apply their learning – freeing them to take on incredible challenges.

"I want to help people and organisations to be the very best they can be."

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