



DR PETER BLYDE

(PhD, DBA with Distinction, BBS – Massey Scholar)

Peter has been consulting since 1992 and has consulted to a wide range of both public and private organisations within Australasia.

With over 25 years in leadership development including a Ph.D in executive perceptions in leadership across Australasia, Peter is one of the most deeply respected and experienced thinkers in the field. He combines thought leadership grounded in research with expertise in designing engaging and innovative leadership development experiences.

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Peter has been at the forefront of New Zealand's pre-eminent executive leadership programmes including the co-creator and lead facilitator of the Hillary Leadership Programme for the Leadership Institute 2005- 2010; involved in the collaboration that re-designed the Global Women Breakthrough Leadership Programme in 2015; facilitator of many of the University of Auckland Business School C-Suite leadership development programmes; and in 1992 helped pioneer New Zealand's first 12 month integrated leadership development programme.

He also designs and delivers in-house leadership and executive team development for New Zealand's major public and private organisations including Fonterra, MBIE, Deloitte, Midland DHB's, Landcare Research, Metro Performance Glass, Tonkin and Taylor, ACC, and EIT.

His global experience includes:

- Designing "high performing teams" framework for Fonterra that has been rolled out globally and was described by GM HR in Australia as "the best L&D programme he has ever seen" and has rolled it out across all leadership teams within Australia.
- Delivering leadership development programmes in Australia and Asia, including running TTT workshops for consultants to run in-house for Fonterra in Asia.
- Working regionally with ANZ Group – including designing a programme to be facilitated in a blended capacity.

Prior to establishing CATALYST4 in 2005, Peter was a consultant with the Hay Group in Sydney specialising in leadership development, executive team development, executive coaching, emotional intelligence and strategy clarification. While at Hay he was the Australasian representative for the Hay Group Global R&D Network, which kept him up to date with global best practice in these areas. While with the Hay Group, Peter consulted to a wide range of both public and private organisations including Grains Research and Development Corporation, Unilever, Merck Sharp and Dohme, Bayer, Smiths Snackfoods, Rabobank, AGL, ABN Amro, Holden, Merrill Lynch, UBS Warburg, and Sydney Airport Corporation

Peter's PhD explored Executive Perceptions of Leadership in New Zealand and Australia. His PhD research was highly commended by international leadership expert Barry Posner (co-author of The Leadership Challenge, Credibility, Encouraging the Heart, and the Leadership Practices Inventory™).

Peter's Facilitation Style

Clients describe Peter's facilitation style as:

- **Supportive** (they get a genuine sense that he cares about their development and that his insight and delivery support their development);
- **Informed** (they feel assured that Peter knows his material thoroughly and he is not presenting the latest fad);
- **Provocative** (Peter is prepared to stimulate reactions through interaction – especially when the dynamics in the room illustrate the development).
- **Practical** – Peter can make ideas apply to their own situations and he is committed to ensuring the development and frameworks make a difference in the context that people find themselves in.
- **Stimulating** – Peter is energetic and enthusiastic about the development areas and their ability to make a difference.

Below are some direct quotes from participants about Peter's facilitation style.

"Drilled down and dragged out the real answer."

"Could make the theory accessible."

"Perceptive. Pushed the group. Called us out. Found the rub."

"Intellectually challenging and practical and very challenging (called our behaviour often)."

"Brought an energy to each session he came too."

"Peter has helped take the group to the next step."