



Aaron Penwill

Managing Director

Having worked across a wide range of industries in both public and private sector environments, Aaron has developed significant operational experience in successfully leading transformational change. Aaron is an expert in the field supporting clients across a range of services; business transformation, operational excellence, business process redesign, leadership development, performance coaching and the instructional design and delivery of culture change programmes in international FTSE organisations as well as small/medium enterprises. Aaron has a depth of knowledge both in Lean, Human Performance and Organisational Psychology that he has applied in the construction, manufacturing and engineering sectors. His practical and hands on approach delivers tangible return of investments and long-lasting value to clients and their stakeholders.

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Technical Capabilities

Operational Excellence

With a career starting in Aerospace and then spanning manufacturing and construction, Aaron possesses complete range of lean enterprise tools and leadership development skills to transform any type of organisation. Aaron specialises in evolving existing best in class methodologies to create client specific world-class operating systems and processes and develops the internal capability to sustain them, proving a constant return on investment. This knowledge has been gained through diverse practical experience.

Leading Transformational Change

Aaron has extensive experience/success of designing and leading transformational culture change programmes across a range of environments. This experience of leading change has supported many clients to shape and execute their cultural transformation programmes delivering success and long-term sustainability.

Coaching and Mentoring

A recognised strength is his unique coaching ability. Aaron has developed a challenging coaching approach that drives clients to focus on the core work they need to do to execute sustainable change. Aaron has the rare ability to do this with all layers in an organisation from C-Suite up to Shop Floor Supervisors

Qualifications & Sample Work History

- Executive Diploma in Management
- Complete Lean Immersion Training
- Business Benchmarking
- 150hrs Coaching Development
- Royal Air Force [Aerospace]
- De La Rue [Print]
- Balfour Beatty [Construction]

Sample Clients

Balfour Beatty [UK]

- Creation of “Construction Excellence” improvement strategy
- Benchmarking UK sites
- Implementation of Short Interval Control

De La Rue [UK, USA, Africa, Far East]

- Design and Delivery of Operational Excellence System and Enabling Leadership Development Programme across 12 Global sites.
- Print standardisation programme across 14 global sites- standardising workplace organisations, process and management systems.

Kier Group [UK]

- Delivering project certainty through Implementation of Short Interval Control for multiple site civils frameworks and rail projects
- Facilitation of Lessons Learned workshops for key projects

TSP Projects (now Systra UK)

- Improving productivity and driving technical excellence through lead engineer population
- Implementation of Agile Workflows incorporating lean and agile methodologies to improve project delivery

De La Rue Gateshead

- Creation of robust employee forum
- Implementing Leaders Standard work

National Grid

- Implementation of Short Interval Control on ISS framework (via Kier Siemens joint venture and Trant Optilan joint venture)

Portals Papers

- Culture change programme with Exec team
- Targeted coaching and interventions for Senior Leadership team

Barclays

- Delivery of Leadership workshop as part of their VP to Director High Potential programme ASPIRE (associate to Holzman & Co.)

Bedmax

- Design and deployment of 4-year Operational Excellence programme

IFG Drake

- 9-month Leadership Excellence programme for Front line leadership

Princes Group

- Delivery Certainty for key capital projects through Short Interval Control

Cross Country Trains

- Delivery of Lean Leadership Academy (Alliance partner with Project7)

Westrock

- Site Leadership Team building
- Targeted coaching
- PES Pillar Leads change programme

TT Electronics

- Lean Awareness Training
- Facilitation of x6 Kaizen workshops to reduce footprint, increase flow and reduce lead times.
- Cell design for NPI