

Neil Keeler – Biography



Summary: I've had 32 years experience in local government in social care, adult (mental health rehabilitation and assistive technology) and children's services. In the last 12 years I have lead the Organisational Development function in a mid size unitary delivering transformational change corporately.

I have been proud to achieve a number of national awards for the organisation, through key projects and programmes that I've delivered, or enabled. The employee engagement strategy I instigated ultimately delivered what has been recognised as some of the highest employee engagement within a local authority in the UK.

Working first in the youth service, then in residential childcare, I then became deputy manager of a mental health rehabilitation workshop - a social enterprise manufacturing leather goods. Managing a community equipment service bringing barcodes, bricklaying and forklift trucks into social healthcare followed. Fascinated by improving performance in 2006 I was recruited into a new team leading Organisational Development in Southend Council.

As part of the transformation journey from a failing Council in 2005 to 'Council of the Year 2012' I've been challenging and enabling people to be the best they can be at a strategic, operational and personal level. Strengths I bring are energy, enthusiasm and positivity. Passionate about the impact of people on organisational performance I seek to fuel improvement journeys supportively with humour, energy and the enjoyment of being innovative. Identifying where leadership, strategy and culture should successfully combine to fuel engagement and high performance, is an area of fascination for me.

Achievements: Training Journal (TJ) Gold Award 2016 – Best OD Programme, TJ Silver award 2016 – Coaching & Mentoring Programme, Investors in People Gold, Winning PPMA HR Team of the year 2013 and two PPMA innovation awards (2012 & 2008). MJ Senior Leadership Team of the Year Award 2016; LGC Council of the Year award 2012; Stonewall top 100 Employer and RoSPA Level 5 Platinum status are all critical corporate projects we are delighted to have supported/lead.

Specialisms: Organisational Development, Employee Engagement, Culture Change, Go MAD Solution Focused Thinking (personal effectiveness and coaching trainer), Learning & Development, Change Management, Local Government and an experienced facilitator of team sessions, conferences and creative planning/developmental activities.

I am a licenced partner and approved trainer/faciliator of Go MAD (Make A Difference) Thinking and the Real World Groups Transformational Leadership Questionnaire (TLQ 360).

Outside work I am a proud Dad, keen cook, fair weather fisherman, a mediocre shot with an air rifle and an occasional swimmer - *guilty pleasures are internet conspiracies & karaoke!*

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 @Neilkeeler

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