



**LIW<sup>3</sup>**  
Building a legacy  
of leadership

## **Rob Metcalfe**

Director  
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Rob Metcalfe is a Director heading up the LIW Consulting Practice.

Rob leads a team of consultants who help organisations to create sustainable high performance through leadership. He has developed relationships with clients such as BMA, Thomson Reuters, Cisco Systems, Oracle, SAS and Oil Search. He is an experienced business leader having lead LIW for more than a decade before establishing the consulting business.

Rob is experienced in the development of executive leadership teams and the individual leaders within them through consulting, facilitation and coaching. He is also experienced in Performance Management, Personal Development and Leadership Assessment including the design of Assessment and Development Centres and Management Audit processes.

Rob was previously a consultant and Head of the Performance Management Division, The Oxford Group, a major UK-based Management and Training Consultancy. In addition to successfully growing the UK business, he was responsible for designing, delivering and managing consulting and training projects for organisations such as Marks and Spencer, Sun Life, Eastern Electricity (now Eastern Group) and Rohm and Haas. He founded the Group's Australian office in 1995, and subsequently merged the Sydney office with Leading Initiatives Worldwide.

Before becoming a management consultant, Rob was an officer in the Royal Marine Commandos. During his service he led groups of up to 80 Royal Marines and was "Mentioned in Dispatches" for operational service.

Rob was educated at Bradford Grammar School, the University of Aston in Birmingham Business School, the Commando Training Centre, Royal Marines and the Army Staff College, Camberley.

Rob's personal interests include surfing, yoga, rugby, and bush walking.

### **Mini bio**

- Rob takes the challenging role of transforming organisations through high end consulting. He engages with multinational clients at a CEO level bringing over thirty years experience both in a distinguished military career and as a management consultant.

### **Qualifications**

- BSC (Hons) Managerial and Administrative Sciences
- Herrmann Brain Dominance Instrument
- Team Management Index
- Upwards Feedback
- DiSC