



Dr. Ashley Miles has twenty years broad international Human Resources, Organizational Effectiveness and Learning & Development experience. He has managed country and regional teams partnering with a variety of business clients in several countries, including Boards, CEOs and their leadership teams. Based in Mystic, Connecticut, Ashley runs his own independent management consultancy with a network of affiliates covering the USA and other countries.

For over seventeen years Ashley held senior roles in Pfizer and Alexion (pharmaceuticals) based in the USA, UK, Australia and Korea. Ashley was visiting lecturer on the faculty of the Bachelors degree in Business Administration at the University of Westminster (London).

In regional and global roles, Ashley has conducted organizational effectiveness, leader and team training interventions in over 25 countries in North and South America, Asia, Europe, Middle East and Africa. He currently delivers leadership and team training and coaches senior leaders in a range of businesses including Moody's, Lowes, Alnylam Pharmaceuticals and leaders of several utilities in Connecticut.

Ashley possesses a world-class portfolio of accreditation in globally recognized development programs, executive and colleague coaching tools, facilitation, organizational/team/individual surveys and assessment tools. This includes master coach and trainer status in *Situational Leadership II*, *DiSC & Extended DISC*, *Coaching (Center for Management & Organizational Effectiveness)*, with accreditation to train Wilson Learning's *Negotiating to Yes*, DDI's *Targeted Selection* and Ken Blanchard's *Building High Performing Teams* with dozens of other certifications.

Ashley possesses a Doctorate from the Department of Leadership & Organization at Teachers College, Columbia University in New York and a Masters degree in Human Resource Management from the University of Westminster, London. He has also completed the San Diego based University Associates Program for Organization Effectiveness and Training & Development.

Ashley is a member of the Association of Talent Development (ATD) and Society for Human Resource Management (ShRM). He lives in Connecticut with his wife, Jill, and son Alexander.

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Coaching Qualifications (Master status means can accredit others also)	Accrediting Body (if applicable)
Master accreditation in DiSC	Inscape (USA)
Master accreditation in Extended DISC (and teams)	Extended DISC (North America)
Master in Coaching 8-step and TIPS	Center for Management & Organizational Effectiveness, USA
Lominger Competencies (Architect 101)	Lominger/Korn Ferry
Making Great Leaders	Hay
Change Abilitator	University Associates (California)
Situational Leadership II Master accreditation	Blanchard Companies (New York)
Leader Behavior Analysis II	Blanchard Companies (New York)
PERFORM team assessment	Blanchard Companies (New York)
Various other team health checks	Pfizer Inc. (USA) 1999-2001
Building High Performing Teams (includes chartering)	Blanchard Companies (Malaysia)
CARE Analysis (Team Dimensions)	Inscape (New York)
FIRO B	University Associates (San Diego)
360 Leadership Assessment & Coaching	Learning Research Institute (New York)
Emotional Intelligence (individual and team versions), self and 360 versions and coaching	Genos (Sydney)
Engagement Rating – Global Colleagues Surveys	Hewitt “Best Company”; Mayflower
Gallup Q12 Workplace Management assessment (and toolkit)	Gallup (CT)
JoHari (self and 360 assessment)	University Associates (San Diego)
Change Style Inventory	Center for Creative Leadership (no accreditation required) (Korea)
Political Style Inventory	By Professor Kathleen Reardon, USC (New York)
Conflict Dynamics Profile	Eckerd College, USA Center for Conflict Dynamics
Tracom Social Styles	Deloitte & Touche (New York)
Negotiating to Yes (Ury/Harvard)	Wilson Learning (New York)
Targeted Selection Skills	DDI (New York)
Consulting Skills	University associates (San Diego)
Flawless Consulting Skills	Block (England)
Facilitation Skills	(CT)
Alpha Process	University Associates (San Diego)
Conflict Mode Instrument	Thomas Kilmann (no accreditation necessary)
De Bono’s 6-Hats	Sydney, Australia