



The world's best companies realize that no matter what business they're in, their real business is building leaders.

- Geoff Colvin

Ed Norman – N Vision Learning Senior Partner Profile

Ed is a leadership development coach. He has been successfully engaged in this work for thirty years both as an internal provider and since 1988 as a consultant running his own business, Executive Development International based in the UK. He is a Senior Partner of N Vision Learning Solutions.

He has worked with over 400 senior leaders from more than 20 different countries and cultures. He has been engaged in assignments across industries in Europe, the United States and Middle East including oil & petrochemicals, fast moving consumer goods, financial services, healthcare and government services.

Ed has come to recognize that a key component of generating sustainable business growth is ‘the business of building leaders’. The combination of stretching job experience and coaching is the critical mechanism for their effective development. To deliver this service to organizations, he works closely with senior HR professionals in the planning of talent development activities and engages with senior executive leadership in developing personal, dynamic and confidential coaching relationships.

A central theme of all his work when coaching leaders is to help them to discover that a high performance culture which is responsive to change can only be achieved and sustained when their leadership is experienced as relevant, clear, compellingly engaging and personally meaningful.

Ed is a graduate of Cambridge University with key studies in Organic Chemistry and Experimental Psychology. He holds a Diploma in Applied Behavioral Science.

Ed has been married for 40 years, has four children and seven grandchildren. His personal interests are family, continuous learning and self development, keeping fit, military history, playing guitar, and photography. A key priority for him at all times is to look for the humour in situations. There is usually a lot of it!