



Denis Bourne

After a successful career in line management, including managing international operations for multi-national companies, Denis Bourne has had 25 years' experience of delivering effective consulting assignments in Europe, the USA and South Africa.

A key differentiator in Denis' approach is the creation of organic change processes, as distinct from change programmes. The latter are generally top-down-driven; are a response a crisis – and have a very poor track record of meeting their objectives. Organic change processes, by contrast, tap into the wealth of hidden talent and energy that exists in most large organisations. Large numbers of people are engaged to identify the issues to be addressed, and work out and implement solutions – as part of their normal job.

Denis has worked with the Police Foundation, The Home Office Police Department, National Police Training, the Chief Constables' London Future Proofing Group, the Association of Chief Police Officers and the Constabularies of Avon & Somerset, Kent, Surrey, Sussex, West Midlands, Cambridgeshire, Derbyshire, Staffordshire, Nottinghamshire, Bedfordshire, South Yorkshire, Essex, Thames Valley, The Met and British Transport.



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