



## INFORMATION

Date: May 2006

### Highly respected leadership coach to add further strength and experience to the Rhema Group team

A long-standing interest in coaching and mentoring led Paul Anderson Walsh to settle on a vocation of seeing people discover their full potential by overcoming their "life-shaped" obstacles, and this led to his specialisation in training and coaching leaders and managers.

Paul is joining Rhema Group from his own practice, The Anderson-Walsh Consultancy. In the past 10 years he has worked with a wide variety of companies from the iconic Walt Disney Corporation to Sir Robert McAlpine, Franklin Andrews & Cundalls, Scott Wilson and Legal & General.

He has already been closely involved with Rhema on a major leadership training and development programme for global vendor leasing company De Lage Landen, which he delivered in both Europe and the USA.

In addition to his corporate work Paul's wide experience has included working with numerous high profile professional football players, professional actors and musicians, lawyers, engineers, bankers, architects, and homemakers. He has extensive experience of providing life counselling for very many people, from married couples to young offenders. Over the last 20 years the number of coaching, mentoring and counselling hours that he has facilitated runs into literally thousands.

Paul began his career in the financial services industry with Schroder Financial Management. During his time in the FS business he received many quality awards, and was appointed Financial Advisor to both the Downs Syndrome Association and to SCAR (Sickle Cell Anaemia Relief) of which he is now Vice Chairman.

More recently Paul's emphasis has been on synthesising a combination of life coaching, mentoring and counselling into a process that he calls *Life Coaxing*. He has employed this method to great effect with groups and in one-to-one coaching for managers who are being asked to assume higher levels of people management responsibility as part of their career development.

In early 2000 Paul founded The Grace Project, a registered charity dedicated to empowering individuals to overcome life issues such as low self-esteem and poor self-image and identify their life purpose and fully embrace life's opportunities while confronting its challenges.

He has authored several articles on the subject and lectures extensively on contemporary issues such as "burnout." He is in increasing demand as a public speaker at numerous conferences around the world and is mentoring identity coaches in both South & North America as well as in the UK.

Paul is currently engaged in writing his first book on the subject, entitled *The Bonsai Conspiracy*, which is expected to be ready for English publication by the autumn of 2006.

He is also currently involved in researching new programmes in *The Management of Virtual Teams* and *Leading To Win* - developing the leader/manager through Emotional Intelligence. He is also completing a Masters Degree dissertation on "value based leadership."

Jeremy Francis, Rhema Group MD, welcomes Paul's fuller involvement in the Rhema team: "We have already seen the impressive quality of Paul's work with one of our major clients, who have come to value his personal strengths as much as we do. We also have abundant evidence of how highly he is always regarded by the managers with whom he works.

"We are looking forward to Paul's much closer and more intense involvement in Rhema Group and in the many different client projects we are delivering."

Paul is looking forward to applying his experience, insight, methods and theories as a part of Rhema. He says: "Although innate, leadership remains foreign territory for many managers. Very few have highly honed inter-personal, leadership skills, and often have adopted unhelpful, even harmful, disempowering and punishing patterns of relating to, and leading, their teams. Consequently I do a lot of work with each individual in understanding the impact of their behaviours on their organisation and their immediate circle of influence. Rhema as an organisation has values and goals I fully subscribe to and a highly respected professional record of success with major training projects. I'm delighted to be working much more closely with them."

#### Contacts....

For further information and interviews contact Terri Anderson

T: + 44 1494 565864

M: + 44 7802 872346

E: [hq@rhemagroup.com](mailto:hq@rhemagroup.com)

---

Notes to Editors

**The Rhema Group** [www.rhemagroup.com](http://www.rhemagroup.com) is a highly respected and well-established UK human resource development company which also operates globally. Founded in 1985 by MD Jeremy Francis, Rhema (a name derived from the Greek for *inspired word*) has

won a solid reputation for innovation, quality and reliability of delivery of people development and performance.

Focusing on Talent Development, Management Development, Performance Management, Sales Training and Skills Development, Rhema provides on a 24/7 basis customised and blended solutions involving business consultancy, assessment/psychometrics, training, coaching, software and E-learning (via internet and client intranets).

Rhema Group includes a roster of talented and experienced UK consultants, and through 15 international partners of best practitioner status in Europe, USA, South Africa, Australia and S.E. Asia, Rhema delivers proprietary products and services globally in a variety of languages - in particular to multinationals looking for high quality, customised and consistent international roll-out of centrally mandated people development programmes and assessments. Clients include Microsoft, Société Générale, Reed Business Information, BOC Group, International Financial Data Systems, Institution of Civil Engineers and leading Dutch vendor lease organisation De Lage Landen.