



Luke Thomas

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Bristol

with full UK & International travel

Overview:

A practical specialist in developing people. Frank, commercial & innovative - drawing on an eclectic mix of coaching methodologies. Always challenging for higher performance, whilst making sure it's fun along the way. Luke's mantra on founding Spring was "Every client will hire us again AND recommend us, because we've over-delivered; this will fuel our business growth not marketing." He's about action not talk. High standards & ROI/ROE are critical to Luke & the team. A case study has been published in Coaching At Work Magazine by invitation of the Editor.



Coaching Experience Examples

- ✓ Influencing, Personal Brand + Impact - Head of Strategy
- ✓ TV & Press appearances - Group Director
- ✓ Speech Therapy - Head of Finance
- ✓ Sales Performance - Sales Director & Ops Directors
- ✓ Confidence & Stakeholder Management - SME Consultant
- ✓ SLT Strategy Facilitation - Directors & Heads of Function
- ✓ Career Change & Redeployment - Various Managers
- ✓ Peak Performance & Resilience - Heads of various functions

Specialisms:

Peak Performance. Resilience.
Communication & Influencing.
Leadership & Management.
Change. Sales. Thinking Skills.

International experience:

USA - Sales Team Development
Denmark - Product & Retail
China & India - Supply/Sourcing
Sweden - Retail
Hong Kong - Sales & Marketing
Germany - Market Research
With UK based coaching of Finnish, Belgian, French, Polish, Chinese, Japanese & Australian nationalities

The Paperwork, Training & Memberships:

- Master Practitioner of Neuro Linguistic Programming (MNLP)
- Post Grad in Human Resource Management & Associate CIPD
- Post Grad in Advanced Marketing
- Practitioner of Hypnosis
- Good Boss Certified
- Peer Supervision via The Oxford School of Coaching & Mentoring
- Good Vibrations Mastermind Member
- Benchmark for Business Visionaries Member
- Accelerated Learning & Neuroscience Research

Client work from mid-level to Exec:

Private client & Tatler List, Wagamama, The Body Shop, EDF Energy, Rolls Royce, Britvic, Timberland, Lloyds Banking Group, Virgin Media, Universal Music, Brandaroma, Thorntons, Passenger Focus, Flexifoil, National Friendly, Business in the Community, Camelot, Mitchells & Butlers, Daily Mail & The Tate

Career History:

- 2007-present Owner & Director of Spring
- 2010-12 Co-Found & Exit Start-Up Retailer (4 online stores trading globally)
- 2007 HR Manager, Ravel (Collective consultation & closure of the business)
- 2003 People Development Trainer - Clarks (Multiple management secondments)
- 2001 UK Training Manager - Ecco (Design & growth of franchise model)
- 1999 Retail Field Support Executive - Ecco, Harrods, John Lewis
- 1997 Customer Service, Sales & Projects - Shoon & Columbia Sportswear
- 1995 Band Manager & Musician

Other things you should know...

Luke's a married Dad living in the country, working in the city buzz. He runs, scuba dives, cycles coast to coast for charity, plays the Saxophone & tennis, & canoes. He loves motorsport, music & nature. Luke quickly drove his career with multiple roles & projects in every role he held across Wholesale, Finance, Supply Chain, Retail, HR, Marketing, Merchandising & Sales.