

Richard Youell – Resume

Richard has over twenty five years broad experience with a proven track record of business, technology and people development. He has successfully built and managed highly effective, international and multi-disciplinary teams. His excellent interpersonal, commercial, strategic and problem solving skills complement a practical, innovative approach. He has experience in consumer and business-to-business markets and working within a wide range of organisations from large multi-nationals, the venture capital industry, SMEs, local Government, family owned companies, the NHS and the voluntary sector.



As Operations Director & Vice President of Engineering at nCipher plc – Richard was instrumental in the organisational and cultural migration from hi-tech start-up through growth and internationalisation of this LSE listed PLC (market capitalisation at floatation was £152m). The company doubled the number of employees twice in less than 18 months and opened two USA, three European and two Asia Pacific offices and saw world-wide sales grown from zero to c.£3m per quarter in less than two years. During his first 11 post-graduate years at a division of Philips, Richard worked in a number of technical and managerial roles. Initially he was a key member of design team of a custom bipolar receiver IC and the subsequent co-inventor of a European Patent and paper presented at (ISSCC) international conference.

Richard has a first class Degree in Communications Engineering and a Cranfield MBA. He also holds a Diploma in Marketing from the Chartered Institute of Marketing, is a Chartered Engineer (CEng), a Member of the Institute of Engineering and Technology (MIET) and a Member of the Association for Coaching (MAC). He is a Qualified Master Practitioner and INLPTA Certified Trainer in Neuro-Linguistic Programming (NLP); holds a Coaching Mastery Certificate recognised by the Association for Coaching (AC) and is a licensed Myers-Briggs (MBTI) Qualified Practitioner (Step I and II). He also holds Law Society accredited Interpersonal Mediation Practitioner's Certificate, has completed the AOEC Systemic Team Coaching Diploma and the 'Time to Think' Facilitator course.

Richard now works with individuals, teams and organisations to help them become effective leaders of themselves and others; improving performance and outcomes through coaching, training and facilitation. Richard holds the belief that the most effective way to increase an organisation's performance is by unlocking the potential of its people and focusing their efforts. Leadership of self and others is a skill that can be developed and that that everyone has the potential to improve. He is committed to helping his clients unlock their talents through increased motivation levels, understanding the value of and being skilful in giving and receiving feedback, increased flexibility and understanding outcomes. He values clarity of vision, positive thought, choice, diversity, curiosity, integrity and humour. He is also the co-author of The Sunday Times Creating Success book – Effective NLP Skills, published by Kogan Page.

Richard also enjoys long distance cycling, canoeing and walking; indoor rowing, landscape photography, beekeeping and cooking. He was also a crew-member of the world-record holding team for cross-channel rowing in a Cornish Gig (4 hours, 3 minutes).