



Mike Carson

*Partner, McKinsey (London) and
Founding Partner, Aberkyn.*

My purpose is to release the hearts of leaders, so that they in turn can release the hearts of their people. To do so, I bring skills in creativity, insight and language, working through improvisation, film, drama, storytelling, poetry, literature, reflection, and conversation.



My greatest professional joy is to see leaders transform themselves and their organisations, successfully leading change at scale. To this end I work closely with CEOs and ExcOs of large companies - most notably in the oil and gas sector - leadership counsellor and team facilitator, and focusing on their own personal leadership journeys, their teams and the culture of their organisations. I deliberately create safe space where leaders develop personal insights that transform their own lives and work; and I mentor colleagues in the same approach, so that together we can build change leadership capability at scale in organisations.

My recent Engagements

- Designing and delivering a culture change program for 6,000 leaders in a 55,000 employee professional services firm, leading to significant financial and personal growth.
- Working with Group CEO and CHRO of a FTSE 100 company to entirely re-shape the ExCo operating model, creating a leadership team capable of driving a significant organization transformation and growth agenda. Personally coaching the CEO.
- Working with CEO and ELT of a global energy company, defining the desired culture and transforming the leadership culture at all levels. This is enabling them to take a significant leadership role in the renewable energy market. Also personal coach to the CEO.
- Working with CEOs and the C-suite leadership teams of multiple newly-configured oil and gas IOCs in W Africa to create intentional cultures that in turn drive great value creation.

Experience before Aberkyn

- I joined the Royal Navy fresh from my BSc in mathematics at Manchester University. During my 12-year naval career as an operations officer, I developed and studied leadership closely, served in war zones on many occasions, and served as Deputy Chief of Staff in the UK deployed maritime force, running the battle.
- After gaining an MBA at INSEAD in 2000, I joined the London office of McKinsey & Company, working there for five years.
- In 2006 I founded my own organizational behavior consulting firm, which has grown into a practice with 3 partners and 30 associates. In 2012 I co-founded Aberkyn with four partner colleagues and with McKinsey.

Beyond Aberkyn

I live in Winchester, England with my wife Clare and my four (increasingly adult) children. I am a licensed preacher in the Church of England and am passionate about my family, my faith, my clients, my friends, leadership, football, Manchester City Football Club, singing, acting, sailing, cricket and sports cars. I interviewed 30 Premier League managers about their leadership, and my book, *The Manager – Inside the Minds of Football's Leaders*, is published by Bloomsbury, has been translated into 10 languages and has sold in excess of 100,000 copies.