

# Dr. Mark Gittins

## Consultant



Mark graduated from the University of Warwick in 2001 with a BSc (Hons) in Psychology. He has since completed an MSc in Applied Sport & Exercise Psychology and a PhD in the area of High Performance Environments from the University of Wales, Bangor.



Mark joined Lane4 on a two-year government-funded Knowledge Transfer Partnership (KTP) project in conjunction with University of Wales, Bangor. During this time he worked on developing and validating Lane4's High Performance Environment Model and Scan, which resulted in the project receiving a distinction and an award from the government. Mark's experience includes developing high performance environments with organisations from a variety of industries including manufacturing, financial services, and retail

In 2005 Mark completed the Arch-Arc Challenge, a long-distance triathlon between Marble Arch & Arc de Triomphe, which involved running 87 miles in relay, swimming 22 miles across the channel in relay, and then cycling 180 miles to Paris



Mark competes in Ironman-distance triathlons and is working towards his goal of racing in the World Ironman Championships in Hawaii. He also utilises his background in sport psychology by providing support to a number of triathletes and athletes currently training towards the London 2012 Olympics.



**Dr. Mark Gittins** has worked for Lane4 since 2003 and specialises in High Performance Environments and Organisational Development. He is also an accredited coach, graduating from the Lane4 & Middlesex University Coaching Programme.

### Areas of specialism include:

- *Developing High Performance Environments*
- *Organisational Development*
- *Employee Engagement Surveys*
- *1:1 Coaching*
- *Team Development*

### Clients include:

**Honda** - Creating High Performance Environments  
**Dresdner Kleinwort** - Corporate Athlete Programme & 1:1 Coaching  
**DSGI** - High Performing Leaders Programme  
**National Grid** - Performance For Growth Programme  
**Capita Symonds** - Employee Engagement Strategy Development  
**LGC** (Laboratory of the Government Chemist) - Organisational Engagement Programme  
**Royal Mail Group** - Coaching Accreditation Programme  
**SSL** - UK Executive Board Development & 1:1 Coaching  
**Guys & St Thomas' Hospital** - Front Line Leaders Programme  
**DSM** - Management & Leadership Programme  
**British Gas** - Team Development  
**London Ambulance Service** - Coaching Accreditation Programme  
**Visa** - Coaching Accreditation Programme  
**Linklaters** - Performance Coaching  
**Lloyds Banking Group** - Change Leadership

**Lane4**  
Consulting

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*Consultant*



**Dr. Mark Gittins is a Consultant at Lane4. An experienced coach, he is passionate about helping others to be the best they can be. Mark also draws upon his strong academic background in sport and organisational psychology to facilitate high performance across a range of industry sectors.**

## **1:1 Coaching**

Mark is an accredited executive coach who has worked with high potentials, line managers, Directors, sports coaches and elite athletes to improve performance. Through challenging self-limiting beliefs and building on strengths, Mark has coached on areas such as work-life balance, developing career paths, managing conflict at work and coaching upwards to deal with difficult leaders. He has also helped to develop internal coaching capability in organisations across the retail, financial, and utilities sectors, and leads the delivery of Lane4's Coaching Accreditation Programme in conjunction with Middlesex University.

## **Team Development**

Mark has worked with global and virtual teams in multinational organisations. He has designed interventions and worked with teams to clarify purpose and vision, and to align goals with the business strategy. He has also facilitated the development of the skills required to perform under pressure, give and receive feedback comfortably, define roles and build successful working relationships. Mark's approach is underpinned by his knowledge in the area of group dynamics, and his belief in the importance of creating the right environment for teams to perform.

## **Organisational Development**

Mark works in partnership with clients to explore and identify their needs and tailor interventions accordingly. His expertise in organisational development is underpinned by his current PhD research into high performance environments. This research stems from his interest in the psychological and social conditions required for employee engagement, and sustained organisational excellence. In particular, Mark uses his knowledge of performance measurement, developing diagnostics, and return-on-investment to encourage an evidence-based approach to organisational interventions. He has used this approach successfully with business leaders to develop employee engagement and retention strategies.

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