



MCA Awards 2018 Finalist

Change Management Consultant of the Year

Andy Robins, Deloitte

Andy's role within Deloitte goes beyond merely enabling change within the clients he works with. He leads multi-disciplinary and multi-faceted teams on complex programmes to shape, design and deliver sustainable transformation journeys.

Andy has been at the forefront of delivering the people and organisational dimensions of cultural and structural transformations:

Andy has led the people elements of BAE Systems Submarines' operating-model transformation to support the delivery of a highly complex £40bn engineering programme, the success of which is of national significance.

His leadership of an important regulatory change programme for a Global universal bank that delivered the blueprint for a pan-European Complaints Management operating model and provided the FCA with clear evidence of an effective and sustainable solution.

The cultural transformation he led at TSB, ensured that the bank could evidence and embed its 'partnership' culture, a key point by which the bank could differentiate itself.

Within Deloitte, Andy focuses strongly on nurturing talent. He operates as a career coach, undertakes both analyst and experienced-hire recruitment interviews and facilitates the design and delivery of consulting and technical skills training. Andy led the creation of the firm's global employer branding service offering and launched the Deloitte NextGen HRD forum, a series of events aimed at developing the next generation of HR leaders.