



KEITH ADAM – MANAGING DIRECTOR/CONSULTANT



I am the Managing Director at Polaris Learning Ltd, as well as a consultant in the areas of management & leadership development, learning & development, and the implementation and management of Competency Assurance Management Systems.

I have over eighteen years experience in the design, development and implementation of training and competency solutions. This includes the project management of several current organisational competency development & implementation initiatives using a range of techniques to identify, document & implement technical & behavioural competencies

I also have in-depth experience of senior management, middle management and supervisory training, as well as the development and delivery of qualifications across a wide range of industries.

My key skills include:

- I am highly experienced in the design and delivery of leadership & management development programmes to private and public sectors, across a wide range of industries and types of organisations
- Over fourteen years practical management experience including: 2 years general management with specialist consultancy to drilling industry; since 1996 as one of two partners in successful, professional training & development company, achieving Investors in People and SMQS; since January 2006 as managing director of Polaris Learning Ltd
- The use of nationally recognised qualifications on offer from the Institute of Leadership & Management and MCI.
- Highly experienced in design, development and implementation of Competence Assurance Frameworks and Programmes. This has included consultancy for IMCA and SQA/COGENT
- Identification and writing of competence based standards for managerial and technical positions
- Design and implementation of work based training programmes
- The effective implementation of N/SVQs including the training and qualification of assessors, internal verifiers and workplace coaches

My professional qualifications include:

- Qualified SDI Facilitator
- Post Graduate Diploma in Management (RGU 2004 - 2006)
- IOSH Managing Safely
- Qualified Assessor and Internal Verifier (D32,D33, D34 – 1994 to 1998)
- BSc (Hons) Mathematics, University of Aberdeen. (1989 to 1993).