

David Liddle.

CEO of The TCM Group and president of the People and Culture Association (PCA)

David is an inspiring, engaging and entertaining keynote speaker, workshop facilitator and podcast guest. He is a globally renowned authority in the fields of mediation, conflict management, coaching, human resources, people & culture, culture change, leadership and organisational development (OD)



In 2024, David was recognised as one of HR's most influential thinkers by HR Magazine, and he is a member of the prestigious Thinkers 50 Radar. He is author of two highly acclaimed books, and he is working on two more, due to be published in 2025 by the Economist and Kogan Page. His first book, *Managing Conflict*, transformed the landscape of dispute resolution. The 2nd edition was published in October 2023. *Transformational Culture* was published in October 2021 to rave reviews including from Dave Ulrich who described it as 'remarkable'. David has also contributed to several texts published by Thinkers50.



Below are just a handful of keynote sessions, podcasts or workshops that David can deliver. These are flexible and can be adapted to meet your needs and context:

1. **Transforming Work:** A people, culture, and leadership masterclass.
2. **Transformational Culture:** The benefits of adopting a person centred and values-based culture. Based on David's bestselling book – *Transformational Culture*.
3. **How to Disagree Well:** six practical steps to help your organisation turn conflict into opportunity. Based on David's upcoming book being published by the Economist.
4. **Engage Leadership:** essential skills and strategies for a new generation of transformational leaders.
5. **The Future of Work:** equipping leaders, managers, HR and others with the skills and strategies to shape the workplace of tomorrow.
6. **The Employee Experience Equation:** how to create a happy, healthy, harmonious and high performing workplace.
7. **People and Culture:** A practical guide for HR professionals and business leaders (based on David's upcoming book of the same title)
8. **Redefining Resolution:** introducing a fully integrated alternative to the traditional discipline and grievance procedures - a Resolution Framework™
9. **Quality Conversations:** how to have a difficult conversation with anyone.
10. **The Accidental Mediator:** how to resolve a dispute anytime, anywhere.

David's story

Having completed a degree in race relations in the early nineties, David was elected president of his student union. He then went on to set up one of the UK's first specialist mediation and restorative justice organisations. For 7 years he pioneered the use of mediation and restorative practices for resolving intractable and often complex issues in communities, schools and between victims and offenders. In 2001, having completed his MBA with distinction, David began to offer mediation and restorative practices to UK organisations. One of the first to do so, he quickly recognised that dialogue, compassion, empathy and inclusion were far more effective at resolving issues at work than retribution, blame, shame, punishment and fear.

David's company, The TCM Group, has evolved into a global consultancy offering a unique [ecosystem](#) of consulting services and training programs. His customers include The BBC, NHS England, Burberry, The UN, NATO, HSBC, Aviva, NEXT PLC, Tesco, Nationwide BS, Virgin Atlantic, BA, easyJet, Bloomberg, The UK Civil Service and numerous hospitals, police forces, universities and local authorities. David's ground breaking and award winning *Resolution Framework™* is being used to replace grievance and disciplinary procedures in organisations across the globe and his *Transformational Culture Model™* offers a blueprint for a purpose driven, values based and person centred workplace. David recently set up his new venture [peopleandculture.com](#) and he is working with HR teams to help them to transition into an exciting and progressive people and culture function. A function which David describes as one of the most strategically important functions in our organisations.

Some of the areas that David is able to cover in his keynotes, podcasts and workshop include:

- Drawing on systems thinking, what is The TCM Ecosystem and how does it enhance employee and customer experience?
- What is a transformational culture, how does it work and what benefits does it deliver?
- The benefits of adopting a purpose driven, values based and purpose driven workplace.
- A practical guide to creating a transformational culture in your organisation.
- What is the strategic imperative for HR to transform into a people and culture function?
- Why are more and more organisation rejecting retribution and adopting transformative justice as their preferred model of justice?
- How can HR, leaders, managers, unions and employees work together to resolve toxic behaviours, toxic team climates or toxic workplace cultures.
- What is a Resolution Framework™ and how can it be used to replace the corrosive, divisive and discriminatory grievance, disciplinary and whistleblowing procedures.

David always brings his messages to life with exciting case studies, stories and anecdotes.

How to book David as a keynote speaker or a facilitator at your event?

Please email David's chief of staff, Lisajay Baker, at lisajay.baker@thetcmgroup.com or call 0800 059 0595 or 020 7092 3186.

What do people say?

“David was our keynote speaker at our annual conference this week and WOW! David held the audience in the palm of his hand throughout and left the audience fully enriched in not only the benefits of a good culture, but also what a good culture should look like, how to build, grow and enhance.” - **Russell Palmer**

“David was awesome on my LinkedIn live show, "Catherine's Corner," where we explored shaking up traditional human resources systems and stepping into the world of transformative culture. He did an amazing job revealing the fantastic advantages this change can bring and why focusing on "people and culture" is the future of HR. David really knows how to make these concepts exciting and important!” - **Catherine Mattice**.

“It was fantastic to welcome David back on to our Masters in Medical Education programme at the University of Sunderland. We pride ourselves on the mixture of academic practice, practical application and external speakers to bring subjects to life and make them real. David delivered that in spades. He spoke passionately and engaged our critical and inquiring audience perfectly. He has inspired change and thought among them all, which we know leads to progress in the complicated, conflicting world of NHS education and training.” **Dr Chris Tiplady**

“David was the Keynote speaker at today’s Employment Relations and HRM conference at De Montfort University, Leicester. David’s talk was engaging, motivational and inspiring. It helped to create a buzz on the future role of HR and how those entering the profession can change its role and value. David’s ideology is innovative, and people focused, I never tire of listening to him talk. Thank you so much David.” - **Beth Miller**.

David delivered an excellent, thought-provoking session that left our Members clamouring for more. David and his team have been a dream to work with and I would not hesitate to work with him again. Our feedback forms were glowing with praise for David and I know that many of our delegates immediately grabbed a copy of Davids book once the event has finished and have further raved about the insights and the lightbulb moments they got reading his book.” - **Eleanor Smith**

“David is a great speaker, an excellent professional and a really nice person! We worked together for the 25th HR Symposium organised by KPMG in Greece. His deep knowledge on HR issues contributed greatly at the conference content! Hope we have the opportunity to work together again in the future!” - **Marilena Pappa**.

More reviews are available on David’s linked profile at www.linkedin.com/in/liddledavid/