



**Steve Bowling**  
*Senior Consultant*

Steve has over 20 years Human Resources experience across a range of industry sectors and organizational sizes from 250 employees to over 50,000 employees. He has lived and worked in both Europe and the USA and held jobs with global responsibilities. He has worked at senior levels on Business Leadership teams with experience in the Pharmaceuticals, Chemical Manufacturing, Food & Drink and Financial Services sectors. He established Just 4 You HR Consulting in February 2006 and the focus of his work has been maximizing the potential of individuals and teams to drive sustained performance improvement at work.

Steve focuses on one on one (Executive) coaching, career reviews/assessments, talent management interventions and/or systems plus team building, new leader integrations and team development. He has a desire to help organizations plan for their people needs as effectively as they plan for their financial needs and to provide competitive sustainable advantage for organizations through their people – an expensive resource.

He has a MBA from a UK accredited Business School and is a Member of the Chartered Institute of Personnel & Development (MCIPD). He is also a member of the International Coach Federation (ICF). He is certified to administer and interpret a number of psychometric tests that complement work in these areas. He also belongs to the SHL Partner Network that provides access to over 250 different tests in a variety of languages, developed by world renowned SHL, to fit identified needs.