



Career History

The Project Academy 2008 - Present

- Director

Costain 2001 - 2007

- Internal Consultant 2006 - 2007
- Bid manager, change manager, head of internal audit 2001 - 2006

Self employed 2000-2001

- Property development

Thames Water 1994- 2000

- Framework manager 1997 - 2000
- Project Manager 1994 - 1997

Costain 1993 - 1994

- Project manager
- Site Agent

BAA

- Design Engineer

Costain 1989-1993

- Senior Civil Engineer
- Section Engineer
- Graduate Engineer

Qualifications

- Chartered Project Professional
- Chartered Civil Engineer
- Member – Institution of Civil Engineers
- Member – Association for Project Mgt
- APM – Registered Project Professional
- APM – APMP Qualification
- NLP Practitioner
- KAI Psychology Advanced Practitioner
- DISC Psychometric Accredited Practitioner
- BEng (Hons) – Civil Engineering

Paul Erricker BEng (Hons), CEng, MICE, RPP, ChPP, MAPM

Paul Erricker is the Director of the Project Academy. He is a consultant, trainer and coach who specialises in developing project management capability. His key focus is on leadership capability in senior project professionals and their teams, with a fascination for the psychology impact of leadership.

Formally trained as a Civil Engineer, he gained Chartered status during a fast-track operational career at Costain, including valuable secondments to BAA and Thames Water. Having contributed to key assignments to improve projects capability at Costain, Paul then established The Project Academy including the strategic partnership On-Line Profiling Limited, and with Cranfield University for delivery of the UK Government's Project Leadership Programme.

Significant Achievements

Paul led the Academy's input as Delivery Partner for the Cabinet Office's Project Leadership Programme. Paul has undertaken over 750 personal coaching sessions to support project leaders across UK Government and heads the highly rated elective based on the psychology of collaboration, problem solving and reaction to change initiatives

Successfully led the Association for Project Management's project to develop the APM Registered Project Professional standard. Paul was subsequently re-engaged to manage the pilot project which included assessment of over 125 pan-sector candidates plus the training and development of 40 assessors.

Paul was project manager for Costain's successful on-line performance management system, which included procuring and working with On-Line Profiling Limited. The system was rolled-out to all 2000 staff and included performance and career development modules and an all-staff behavioural competency framework.

Retained for 4 consecutive years to manage a unique high potential programme linking the University of Brighton with 7 engineering and construction firms. Here, Paul was engaged by Atkins, Barhale Trant, Clancy Docwra, Costain, MWH, Southern Water and United Utilities. The programme has subsequently won a national staff training award.

Commended by Costain's main shareholders for his leadership of a new Project Performance Review function. Paul led a team in the review of over £350 million of contracts, reporting business risk and project management effectiveness to the Executive Board and PLC Boards.

Delivered over 150 facilitated workshop events and chaired several national conferences on project management. He supported Costain in the development of their Project Management Academy, with a key focus on career reviews and career planning. Paul has also facilitated over 60 workshops for the Birse "Right From The Start" leadership programme

Paul - Professional, loyal, energetic, committed, articulate.

