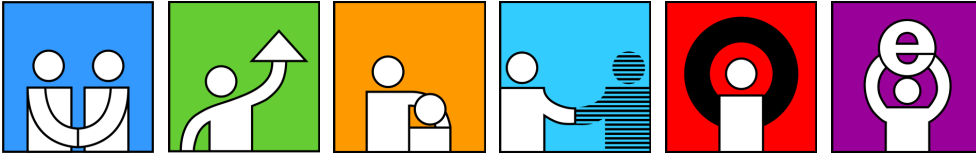


## RANMORE



**consulting development coaching modelling targeting e-knowledge**

### **Associate Profile**

#### **Andrew Munro**

Andrew Munro (MA, C Psychol) is both an Associate and a Director of one of our Partners, AM Azure Consulting. He began his career with psychometric consultants, SHL, in assessment design and validation, then moved into financial services, responsible for corporate management education and development, and the integration of performance management, career management and succession planning for senior executives.

Author of *“Practical Succession Management: How to Future Proof Your Organisation”*, Andrew has worked with a broad range of organisations in going beyond “replacement charting” to rethink the role of proactive talent management in building organisational resilience. He has also developed a number of processes and practical tools widely used by talent management professionals.