

Nikki Tierney

Member

Leeway



Nikki owns Leeway, a consultancy focussed on behaviour-led business performance. Based in the Scottish Highlands, Leeway works with clients around the UK and further afield.

Nikki has worked with AMEC, then AMEC Foster Wheeler for over 15 years in a wide variety of roles and commercial relationships. This includes running the global Oil & Gas graduate programmes, Information Management roles on projects, running the ADVANCE & Manager Advance High Potential Development programmes for AMEC Academy, and contracting as the Performance Manager on the Leadership Teams of large BP projects.

Nikki started Leeway in 2018 after two years as Innovation Hub Manager at the Oil and Gas Technology Centre in Aberdeen.

With Leeway she continues to work in the space where people meet performance. This covers a spectrum of behaviour-centric activity from workshop facilitation through to in-depth performance consultancy. Projects include:

- Conceiving, designing and running the ETAP Life Extension (ELXP) Behavioural Readiness programme for BP. This involved a series of activities to explore core behaviours in various contracting organisations to identify & resolve hot-spots and develop a single high performing team. The objective of the BRP was to get an ETAP Asset Team and the ELXP Team working together effectively to hit an optimal productive day on Day 1. ELXP hit its productive day target on Week 1 of mobilisation.
- A partnership agreement with ILRI (International Livestock Research Institute) working as their preferred digital facilitator for consultations, project inceptions and similar.
- UK-wide Supervisor Development Programme for SULZER, underpinning a wider cultural change as the organisation transitions from VC to private ownership. Participant feedback includes “the best development I’ve ever received”, and reports of increased engagement with the company.

Nikki is a Certified Professional Facilitator with the International Association for Facilitation and a Fellow of the Institute of Training and Occupational Learning. She also holds a Masters Degree in Applied Artificial Intelligence.

Alongside her corporate career, Nikki developed a parallel profession as an Expedition Guide. She’s a member of the Mountain Training Association, and has led high-altitude trips to Ecuador, Peru and Spain, as well as low level expeditions in Mongolia and Scotland.