

# Bruce Nixon

***In the sixth form at school I was particularly interested in revolutions,*** as I am today, albeit non-violent ones. After gaining a degree in Philosophy, Politics and Economics at St Edmund Hall, Oxford, I migrated to the USA and worked in a department store in Los Angeles.

After nine months, I decided I am essentially European and returned to the UK. I then worked in human resources management in Alcan Jamaica for nearly six years. Working in Jamaica was a transformative experience: I became firmly anti-racist. Jamaicans are a uniquely talented people. Incidentally, Jamaican slaves were particularly rebellious and the British decided to give the Maroons what amounted to independence in the centre of the island. I handed over my job to a very able young black Jamaican. Ultimately, he became Chief Executive and Chairman of Alcan Jamaica. We became lifelong friends.

***Returning to the UK, I had the opportunity to work in the City*** and develop my interest in organisational change and leadership development. I had a boss who excelled in this work. Working in a traditional organisation in the City, I learned a how to facilitate change from within: by building relationships and working with people who want change, yet respecting people who represent the wisdom of the organisation as well. It is always wise to respect both restraining and driving forces for change. These were important lessons.

***I have always been interested in innovation, change, progressive ideas and justice.*** I learned by working with the best practitioners I could find, attending their workshops, reading their books and inviting them to come in and work with us. Many of the best books and much of the best practice is American. So I adapted it for use with UK directors and senior managers.

***In 1987 I set up an independent management consultancy,*** helping leaders create better workplaces, facilitating participative change, culture change, teamwork and helping women and men work together more effectively. With colleagues I offered a development programme for consultants. I also taught at business schools.



***By 2007 I realised that my main interest was in global issues.*** I gave up working in the corporate world. What I had learned in the City stood me in good stead for my new work. I wanted to help create a fair, sustainable and non-violent world. I have published six books and many articles and blog posts. I give talks in schools, colleges, universities, communities and at conferences. My focus now is on transforming our outdated democracy and bringing it into the 21<sup>st</sup> Century. See my book ***The 21st Century Revolution: A Call to Greatness***, updated by my [Blog](#).

***I love writing.*** I published my first article in 1980 about the work I was doing in the City. I used writing to reflect on what I was doing and share

what I learned – what worked and what I would do differently. In 1981 I published the first of altogether six books. I realise that what works in the best corporations, such as those involved in B-Corps <https://bcorporation.net/about-b-corps> and Tomorrows Company <https://tomorrowscompany.com/> , i.e. building consensus and empowering people, is vital in 21<sup>st</sup> Century politics – see my blog post *Re-imagining Politics* <https://brucenixonblog.wordpress.com/2018/01/18/re-imagining-politics/> .

***I also love giving talks.*** I believe in making good use of “the collective intelligence in the room”. I like to get people involved. So, my talks are relatively concise. First, at the end of my talks I offer people the opportunity to reflect in pairs. Then I invite people to contribute their thinking, what they believe needs to be done and what action they intend to take.

***I have travelled widely.*** I took part in a study tour in Cuba on organic cultivation and their political system, a course on Ghandi and Globalisation at Vandana Shiva’s organic farm at a conference centre in India. I have a large family including Americans and Chinese: five children and eight grandchildren. Born and bred in West Kirby on the Wirral, and educated at Birkenhead School, I am proud of my Merseyside roots.

***I love the countryside,*** mountains, trees, cultivating fragrant shrubs and flowers, fruit and vegetables, architecture, music, different cultures and hot countries, especially Jamaica, and Southern Europe. I live on the edge of the Chilterns.

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