



# Peter Merry

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## Profile

Peter Merry is currently co-founding Chief Innovation Officer at Ubiquity University. He was also a founding partner of Engage! InterAct, and the founder of the Center for Human Emergence (Netherlands).

He works in many different sectors. He has facilitated Integral change processes in a multinational technology corporation, major airline and Dutch ministry, and advised on the development of a global problem-solving framework with key global stakeholders for maternal and newborn health. He is a recognised expert in the fields of sustainability, learning, transformation, leadership and organisation. He has published three books: *Evolutionary Leadership* (Dutch 2006, English 2009), *Why Work?* (2019) and *Leading from the Field* (2020). He is a popular trainer, educator and public speaker.

## Experience

### **Consultant World Bank Global Financing Facility - 2021-Present**

Co-designing and leading the facilitation of the Country Leadership Program for Ministers of Health, top civil servants and representatives from the private sector, Civil Society Organizations and donors, focused on transformative leadership for systemic change for the health sector.

### **Change Consultant, Broughton Hall Estate - 2020-Present**

Supporting the leadership team in transforming from their traditional image and business to becoming a sanctuary for transformation, modelling sustainability and personal development to be fit for the future. Peter coaches the leadership team and leads an organisational development process towards agile governance.

### **Co-founder & Chief Innovation Officer, Ubiquity University - 2012-Present**

Leading the development of a new blended learning and social innovation platform with lifelong learning and academic programs for sustainability and integral practice. As CINO leading the development of the pedagogy and products to develop the competencies of creativity, collaboration and complex problem-solving identified by the IBM CEO survey to deal with hyper-complexity. Competency-driven, inquiry-led and gamified. Concept for future immersive virtual reality learning environments.

### **Speaker and event facilitator, Saxion Hogescholen - 2014-2015**

Spoke at and facilitated a number of events for Saxion on innovation in higher education in the context of a rapidly changing world.

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**Consultant and facilitator, Sustainability Strategy, IPMMC (BAM group) – 2012-2013**

Advising and supporting the company and their leadership team in the development of a strategy for sustainable commercial real estate.

**Founder and Director, Center for Human Emergence Netherlands – 2005-2012**

Initiating and leading a social enterprise designed to support individuals, communities and organisations in the development of Integral thinking and practice across sectors.

**Consultant and facilitator, Sustainability Strategy, Nutreco – 2009-2010**

Advising and supporting the company and their leadership team in the development of a strategy for sustainable food chains.

**Consultant, Trainer, Coach, Dutch Ministry of Housing, Spatial Planning and Environment; The Hague, Netherlands – 2007-2010**

Supporting cultural transformation in the Ministry, coaching project team leader and her team, training interim managers in Spiral Dynamics Integral and whole systems change.

**Co-designer, 2020 Climate Leadership Campaign – 2008-2009**

Contributing to the design and facilitation of international events for the 2020 Climate Leadership Campaign in 2009 with the State of the World Forum, including facilitating the launch event in Belo Horizonte, Brazil, in August 2009.

**Consultant and facilitator, IUCN Leaders for Nature program - 2009**

Supporting the development and implementation of a business sector initiative for sustainability

**Consultant, Dutch Cabinet's Sustainable Development Strategy - 2009**

Government initiative to implement sustainability strategy

**Consultant, Government-wide Sustainable Business Practice - 2009**

Supporting a Dutch cross-ministry program for sustainability

**Lead Designer and Facilitator, Sustainability Innovation Lab, Shell - 2008**

Designing and facilitating a sustainability innovation lab for Shell's Coal-Based Methane program, using Theory U and a learning journey.

**Consultant and Trainer, IBM BeNeLux; Amsterdam, Netherlands - 2004-2008**

Whole systems change project with Business Continuity & Resiliency Unit; consultancy and training in U-Process transformation for BeNeLux Cultural Change team.

**Consultant and Trainer, KLM; Schiphol, Netherlands - 2006-2007**

Consulting and supporting the Management Team of the Engineering and Maintenance Division; Developing a next generation of Six Sigma to include integral organisational transformation and training Black Belt team.

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**Consultant, Malaria No More (NL & Europe); Loenen, Netherlands - 2006-2007**

Integral expert and U-Process designer and facilitator for NGOs (including Directors of Red Cross, UNICEF and Flying Doctors) and businesses in Corporate Social Responsibility.

**Lead Trainer, Spiral Dynamics Integral certification; Netherlands - 2004-2007**

Responsible directly to Dr Don Beck for the implementation and quality of Spiral Dynamics Integral certification training in the Netherlands.

**Presenter and workshop facilitator, Twynstra Gudde leadership programmes; Amersfoort, Netherlands - 2005-2007**

Contributes Spiral Dynamics Integral to a module in the prestigious Community for Authentic Learning and Leadership programme and Evolutionary Leadership to the Interim Managers RAVEL programme.

**Presenter and Workshop Facilitator, Firmament Integral Leadership programme; The Hague, Netherlands - 2005-2007**

Provides input on Spiral Dynamics Integral and U-Process transformation technology to this programme for high potentials from public and private organisations.

**Presenter and Trainer, Bath University; Bath, UK - 2004, 2007**

Contributor to module in MSc in Business Responsibility and Sustainability.

**Presenter, KPMG High Potential Programme; Netherlands - 2006-2007**

Presenter on Evolutionary Leadership and Whole Systems Change.

**Consultant and Trainer, Dutch National Police Academy; Amersfoort, Netherlands - 2006-2007**

Support in the understanding and application of Spiral Dynamics Integral and Evolutionary Leadership.

**Change Facilitator, Society for Organisational Learning (NL); Utrecht, Netherlands - 2006**

Facilitated the Dutch organisation through a Theory U transformation.

**Consultant, Dutch National Institute for Marketing; Netherlands - 2006**

Supporting the understanding and application of Spiral Dynamics Integral.

**Presenter, Dutch Social and Economic Council; The Hague, Netherlands - 2006**

Speaker at a high-profile event on Evolutionary Leadership.

**Consultant and Facilitator, Forum 2000; Prague, Czech Republic - 2003-2005**

Supporting Vaclav Havel's Bridging Global Gaps conferences.

**Consultant Leadership Development, ABN AMRO - 2003**

Advising ABN AMRO's global leadership development team.

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**Trainer, Council of Europe Youth Directorate; Strasbourg, France - 1996-2004**

Senior Trainer in Intercultural Learning, Conflict Transformation and Group Facilitation.

**English Teacher, Voluntary Service Overseas; Bole, Ghana - 1994**

Working as a secondary school English teacher in a rural village in Northern Ghana.

**Actor, Theatre D-Nue; Paris, France - 1992-1993**

Intense training in improvisation and physical theatre.

## Publications

**Author, *Leading from the Field* (2020), Amaranth Publishers**

A book presenting twelve core principles for ensuring performance, coherence and agility in organisations. It draws on the latest research in quantum science and consciousness.

**Author, *Why Work?* (2019), Amaranth Publishers**

A book building on MSc thesis exploring the nature of work and what would need to change in local and global economies to value life-affirming activity.

**Presenter, *Forged from the Future* (2018), TEDx talk**

A talk on the state of the world and how to redefine learning and education in that context ([https://youtu.be/p5nFjFbiP\\_8](https://youtu.be/p5nFjFbiP_8)).

**Author, *Evolutionary Leadership* (2006), Integral Books**

A book integrating Integral Theory, Spiral Dynamics, Theory U and other approaches to leading change towards sustainability.

**Contributor, *The Future of Western Civilization* (2014), Nicholas Beecroft**

A chapter on Evolutionary Leadership.

**Contributor, *Sustainable Development Drivers* (2012), Edward Elgar Publishing**

The contributors, leading experts in the field, identify and analyze the sustainability attitudes of key actors in government, corporate and NGO leadership that have shaped sustainable development history.

**Contributor, *Bloei! Werken aan Geluk in Organisaties* (2012), Asoka**

An article to this Dutch-language publication on the role of pain in evolutionary leadership in organisations.

**Contributor, *INTERconnections Journal* (2012), Anglia Ruskin University**

An article on the key qualities of evolutionary leadership needed at this time.

**Contributor, *Sustainable Development Drivers: The Role of Leadership in Government, Business & NGO Performance* (2012), Edward Elgar**

A chapter on the experience of the Center for Human Emergence Netherlands.

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## Education and Training

Ubiquity University Wisdom School - PhD, 2012

University of Edinburgh - Masters of Science in Human Ecology (Commendation), 1996

University of Nanterre, Paris - Masters of Arts in Theatre Studies, 1993

University of Exeter - Bachelor of Arts, Combined Honours in French and German (Commendation), 1992

ECOtherapy (energetic balancing for organisations and large systems), Center for ECOtherapy, 2008-2012

Holacracy (Dynamic steering for organisations), HolacracyOne, 2009

Cultural Transformation Tools (Level 1), Richard Barrett Associates, 2006

Integral Organisational Leadership, Integral Institute, 2005

Spiral Dynamics Integral (Levels 1,2,3), National Values Center (Dr Don Beck), 2000-2001

Group Facilitation Skills, ICA, 1999

Training for Trainers in Intercultural Youth Work, Council of Europe, 1996

Training for Trainers in Development Education, VSO, 1995

Teaching English to Speakers of Other Languages, Coventry UK, 1993

## Skills

Languages spoken well include English, Dutch, French, German. Beginners level includes Spanish, Italian and Hungarian.

Online collaboration expertise includes asana, trello, zoom, hubspot, google collaboration tools, smartsheet, prezi.

## Referrals

Dr Jim Garrison, President of Ubiquity University - [jgarrison@ubiquityuniversity.org](mailto:jgarrison@ubiquityuniversity.org)

Dr Barrett Brown, specialist in leadership and organisational development for sustainability - [barrett.c.brown@gmail.com](mailto:barrett.c.brown@gmail.com)

Marianne de Jager, former manager and change leader at IBM BeNeLux -  
[marianne@innervention.nl](mailto:marianne@innervention.nl)

Roger Tempest, Custodian of Broughton Hall Estate -  
[rogertempest@broughtonhall.co.uk](mailto:rogertempest@broughtonhall.co.uk)

Lisette Schuitemaker, Director of the Center for Human Emergence Netherlands -  
[lisette@humanemergence.nl](mailto:lisette@humanemergence.nl)

See also [recommendations on LinkedIn](#)

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