



Michael Ciszewski is the managing partner and founder of Campden Hill International, an organisation development consulting practice working with teams to help them develop habits of reflective learning as a core capability for improving results and creating operational and strategic breakthroughs. Prior to this he was Vice President, Head of Organisation Integration at Merrill Lynch and Company (New York) and held the positions of Vice President, Leadership and Organisation Development and Vice President, Corporate Banking at J.P. Morgan and Company in New York and London.

Michael has worked across the globe developing his expertise in building effective work groups (whether at the project, executive, or board level), formulating organisational strategies, and transforming individuals and groups into more productive, integrated, connected, self-sustaining systems. His work incorporates the use of self-awareness and emergence principles to create clarity, commitment and better communications to make room for new possibilities for his clients.

Michael is a graduate of Dartmouth College (Hanover, NH) and of The American University (Washington, DC) with a Master's of Science Degree in Organisation Development. He has numerous qualifications and certifications including the Certificate in Principles and Practices in Organisation Development from Teachers College, Columbia University (NY), the Myers-Briggs Type Indicator (MBTI), the Emotional Quotient Inventory (EQ-i), and the California Psychological Inventory (CPI) among others.

Recently, Michael has been involved in an eighteen month-long global culture change and restructuring effort, playing key leadership roles on various committees throughout the project. His recommendations and insights have been influential for the organisation's Board of Directors and other decision makers.

Michael brings to his work an interest in turning complexity into competitive advantage and skill in helping organisations make the transition to more connected, partnership-oriented and client centered entities. His work on creativity and innovation, experience in developing organisational structures, and knowledge of integrating and aligning technology and operations have been helpful to his clients all over the world.