



Joe Constant

Co-founder of Natural Capital Consultants Ltd

Joe is a Business Consultant specialising in examining the culture and values of an organisation and how these influence every aspect of business. Whilst traditional business consultancy focuses on the financial capital of an organisation, Joe is one of a growing band of experts who believe that this is not enough. For an organisation to function at an optimum level one must also focus on the cultural, emotional and spiritual capital of the organisation. This is what Joe calls the “natural” capital of the organisation. Only by including all capitals can the leaders of organisations in the 21st century fully engage high performing employees who are loyal and who are able to find meaning and purpose in what they do, as there is an alignment between the organisation goals and mission and the values of the individual. By measuring and understanding the corporate culture can managers see where there is any alignment or misalignment between the organisation values and the values most important to the employees. Having this information will lead to attracting and retaining the best people and increasing the creativity and productivity of staff.

Previously Joe has gained over 15 years experience in management, successfully leading teams responsible for up to 2000 people in some of the major multi million pounds blue chip companies. Joe later changed careers to become a South West regional trainer of one of the leading training company in the UK. Using his experienced gained here in the UK and abroad; Joe later went on to become a lecture on leadership and management at Colleges in Bristol. During this period, Joe also qualified as an inspector of training and quality for one of the leading training and award bodies (OCR) whilst developing new methods of delivery of work-based learning meeting government and QCA new initiatives and directions.