



Dr. Bryan Watters OBE is a Senior Lecturer at Cranfield University's School of Defence and Security where he lectures and researches on leadership, strategic management, leadership of change and research methodology and is the Director of the Cranfield Defence Leadership MSc. He holds Level 7 qualifications in Strategic Management and Finance, his PhD, Business and Economic Studies (Management), which focused on leadership is from the University of Leeds (Business School). He also holds a PG CERT in Learning, Teaching and Assessment for Higher Education and is a Fellow of the Higher Education Academy. He has a wide range of military qualifications including psc(a) and psc(j).

He lectures widely, for example: Warwick University, Oxford University, Lancaster University and Duchy College (Plymouth University), he also acts as an advisor and expert panelist. He has chaired a number of NATO Advanced Research Workshops and in 2017/2018 ran strategic leadership programs on behalf of the UK MOD in Sudan, South Africa, Namibia, Botswana, Nigeria, Mexico, Caribbean, Thailand, Ukraine, Chile, Uruguay, Paraguay, Columbia, Burma (Myanmar), Bangladesh, Qatar and Kuwait. During the same period, Bryan has also lectured in the UAE, Indonesia, Ethiopia, Iraq and Saudi Arabia. He is an associate fellow of the Baltic Defence Collage in Estonia.

His research interests include: cross cultural leadership, leadership and the management of change, strategic leadership, contemporary innovations in leadership development, ethical leadership, toxic leadership, leadership as a relationship and the constructs that underpin that relationship, leadership research methodologies and the use of Personal Construct Theory.

Prior to joining Cranfield in 2009, Bryan had a successful career in the British Army. Having commanded 1st Battalion the Cheshire Regiment he was Director of Military Studies (Colonel Training) at The Royal Military Academy Sandhurst, a member of the Directing Staff at the Joint Services Command and Staff College (Advanced Command and Staff Course), Founding Director of the Ministry of Defence Strategic Leadership Programme and Vice President of the Army Officer Selection Board. In direct leadership roles, culminating in a one star (Brigadier's) appointment on General Petraeus's staff in Iraq, Bryan has commanded on active service in a number of theatres, including N. Ireland, Rhodesia, Belize, Bosnia, Iraq and Kosovo. His leadership has been formally recognised on 3 occasions in the Operational Honours and Awards List and in 2005 he was awarded the Legion of Merit (Officer) by The United States.