MATT SIMS

HTTPS://WWW.EVERSOLEAN.COM

HTTPS://WWW.LINKEDIN.COM/IN/MATT-SIMS-38173427/

CHANGE & TRANSFORMATION
LEADER
SPEAKER
COACH
CONSULTANT
PODCASTER
HOST
AUTHOR

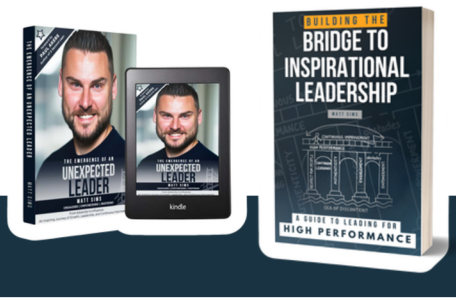
AWARDS:

- **Global CI Champion Award**: Sept 2025, for exceptional leadership, energy, and far-reaching impact in continuous improvement.
- **Excellenteer Award**: Wembley Stadium, Awarded by HRH the Princess Royal in March 2025.
- **Global Recognition Award 2025:** Global Recognition Awards™

FEATURED ON

LES FRONTIÈRES

PUBLICATIONS



SAMPLE DISCUSSION TOPICS

- Building a Culture of Continuous Improvement
- Business Transformation & Culture Change
- Learning & Development Strategy
- Leading Through Disruption
- Living with Anxiety
- An Entrepreneurial Mindset
- Operational Excellence & High Performance
- Leadership - High Performing Teams
- Communication & Generational Diversity
- Podcasting as a Platform for Growth
- Success & Mental Health - Finding Balance
- Risk Taking to Support Growth

SAMPLE INTERVIEW QUESTIONS

- How do you approach developing a culture of continuous improvement within an organisation, and what strategies have you found most effective in encouraging employees to embrace change and innovation?
- When leading transformation initiatives, how do you navigate cultural shifts within the organisation to support the change process?
- What is the **Bridge to Inspirational Leadership** framework, and how does it support leaders, operational excellence and high performance?
- How do you define effective leadership, and what characteristics do you believe are essential for inspiring and guiding teams towards success? Can you share personal learnings from your career?
- Managing change can often be met with resistance. How do you effectively communicate the need for change to teams and stakeholders to ensure buy-in throughout the process?
- With a diverse workforce spanning multiple generations, how do you tailor your communication style to effectively engage and motivate employees of different age groups?
- How has living with anxiety shaped your journey, and what strategies have you found most powerful in turning that challenge into strength?
- How do you create a thriving work environment that translates into higher performance, and what key factors do you think create that kind of environment?
- What key traits or habits do you believe are essential for developing and sustaining an entrepreneurial mindset?

BIO

Matt Sims is a multi-award winning, globally recognised leader in leadership development, business transformation, and operational excellence, with over 25 years of experience at industry giants like Royal Mail and Amazon. Renowned for his people-first approach, he specialises in empowering teams, building high-performance cultures, and driving sustainable change.

Starting on the frontline, Matt worked his way up to leading Continuous Improvement and Learning & Development functions across the UK, Europe, and beyond. His actionable frameworks, such as The Bridge to Inspirational Leadership equips leaders with the skills to engage, inspire, and deliver lasting results.

Today, Matt holds some of the highest qualifications in the field, including Lean Mastery at MBB level, a Lean Six Sigma Post-HBO Black Belt aligned to ISO 18404, and Lean Leader accreditation under the same standard. He is also a graduate of the World Class Manufacturing Academy.

2025 has been a remarkable year of recognition. In March, Matt received the British Quality Foundation Excellenteer Award at Wembley Stadium, presented by HRH The Princess Royal, acknowledging his contribution to business excellence and community impact. The following month he was honoured with a Global Recognition Award™ for his influence in global leadership and improvement. By September he had been named by the Lean Competency System Global Champion for demonstrating unmatched dedication and impact in advancing a culture of Continuous Improvement worldwide. Three highly regarded awards for his work, further cementing his impact on the global business stage.

Beyond corporate leadership, Matt is dedicated to developing future talent. He created the Ever-So-Lean Learning Series, providing industry-recognised accreditations and workshops, and the Ever-So-Lean Rising Stars™ Program, a BQF-accredited initiative that nurtures young leaders development for children, instilling a mindset of innovation and continuous improvement.

As the host of the multi-award-nominated Ever-So-Lean Podcast, Matt makes complex ideas accessible to a global audience across 118 countries. The podcast has earned nominations for Best Business Podcast at the 2023 UK Podcast Awards, Best Host in 2024, and finalist in the 'Excellence in People Development & Engagement' at the 2025 Excellence Awards.

A sought-after **Speaker**, **Coach**, and **Author**, Matt has published two influential books:

- "**The Emergence of an Unexpected Leader: From Adversity to Influence**" – A powerful account of his leadership journey.
- "**Building the Bridge to Inspirational Leadership: A Guide to Leading for High Performance**" – A practical guide filled with actionable tools and strategies for leaders at every level.

What sets Matt apart is his remarkable ability to connect with people. His relatable, engaging style enables him to build authentic relationships across industries and backgrounds. Whether coaching executives, leading transformation initiatives, or inspiring people through his content, Matt's energy, authenticity, and deep expertise leave a lasting impact.

His mission is simple yet powerful: to engage, empower, and inspire, proving that when people thrive, performance follows.

If you're looking for a speaker, coach, or consultant who combines unparalleled expertise with a charismatic, engaging, authentic, relatable style, Matt Sims is the leader you need. His proven track record of high performance at the highest levels makes him the perfect choice for:

- ✓ Keynotes that inspire action and shift mindsets
- ✓ Workshops that equip teams with actionable strategies for success
- ✓ Executive coaching to unlock leadership potential and drive high performance

Book Matt today and give your team the energy, tools, insights, and motivation to achieve outstanding results.

> "Where People Thrive, Performance Follows"
>
> -Matt Sims

WWW.EVERSOLEAN.COM
matt@eversolean.com

COLLABORATING WITH MATT

SPEAKING

All of Matt's captivating keynotes provide customised options to suit client needs, igniting and empowering the audience. Each talk is meticulously curated, delivering impactful messages that linger long after the event. Popular topics include:

- **Mailroom to Boardroom:** A Career Against the Odds.
- **Organisational Transformation:** The Alchemy of Success.
- **Leadership Excellence:** Empower Your Teams.
- **Building a Culture of Continuous Improvement.**
- **Mastering Communication:** The Art of Impactful Diverse Leadership.
- **Leading Through Disruption:** Navigating Change.
- **High Performance:** The Bridge to Inspirational Leadership.
- **Effective Communication & Generational Diversity.**
- **From Boring to Binge-Worthy:** How to Make Business Podcasts Fun and Engaging.
- **Living with Anxiety:** A Personal Journey of Balance and Resilience.
- **Success & Mental Health:** Finding Balance in the Struggle.

LEARNING & GLOBAL INDUSTRY ACCREDITATIONS

Partner with Matt to unlock potential and drive lasting success through the Ever-So-Lean Learning Series. Discover a range of tailored learning options designed to empower individuals and teams at every level.

Offering a full curriculum of BQF and LCS accredited Lean and Six Sigma programmes, and a suite of engaging and dynamic workshops, Matt's offerings are built to deliver real-world impact. The BQF accredited Ever-So-Lean Rising Stars™ program even introduces continuous improvement and problem-solving skills to children as young as 8 years old, nurturing the next generation of leaders and innovators.

Enhance your skills with virtual or in-person coaching in areas such as Leadership, Public Speaking, Change Management, Operational Excellence, Continuous Improvement, Lean, Six Sigma, Podcasting, and more. Whatever your goals, Matt's expertise and engaging style will equip you and your teams with the tools and confidence to succeed.

Examples include:

- Lean Associate, Practitioner, Advanced Practitioner, and Master levels
- Lean Six Sigma White, Yellow, Green, Black, and Master Black Belt levels
- Facilitated Workshops
  - Leadership
  - Public Speaking
  - Lean & Lean Leadership for C-suite
  - Value Stream Mapping
  - Variation, Flow, Data
  - Podcasting Basics

COACHING & CONSULTING

Matt provides tailored coaching and mentoring to help leaders and organisations thrive with a people-first mindset and a focus on continuous improvement.

Coaching:

- **Executive Coaching** – Empowering executives to lead authentically, build trust, and drive meaningful organisational impact through personalised strategies and feedback.

- **Leadership Coaching** – Helping leaders inspire trust, embrace collaboration, and drive results by developing strong communication, empathy, and vision-setting skills.
- **Operational Excellence Coaching –** Embedding a people-first approach into continuous improvement efforts to streamline processes, boost engagement, and drive innovation consistently.
- **Mentoring –** Offering personalised guidance to build confidence, enhance connection, and lead with authenticity and purpose.

By combining leadership development with a consistent focus on continuous improvement, I'll equip you with the tools and support to achieve lasting success.

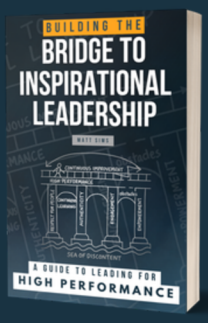
Consulting:

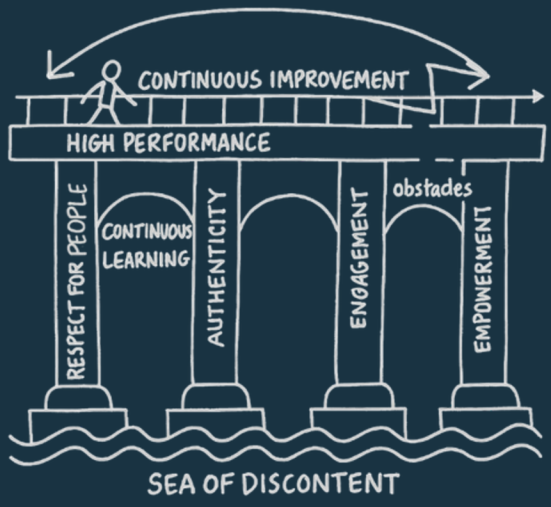
Matt partners with organisations to develop high-performance cultures through strategic continuous improvement. By embedding proven frameworks and a problem-solving mindset, he helps teams:

- Identify and eliminate inefficiencies.
- Develop scalable processes that drive consistent results.
- Foster a culture of accountability, ownership, and innovation.
- Equip teams with the tools and confidence to solve problems independently.
- Through hands-on support and tailored solutions, I'll help your organisation unlock its full potential—creating a sustainable culture of excellence and improvement.

Matt's philosophy is based on his 'Bridge to Inspirational Leadership' framework, for achieving high performance. Inspired by more than 25 years of learning, it's built on the key pillars of:

- Respect for People,
- Authenticity
- Engagement
- Empowerment
- Continuous Learning
- Continuous Improvement





Like a well-constructed bridge, Matt's leadership framework guides people through challenges, providing stability, trust, and direction. This values-driven foundation enables leaders to inspire and connect while supporting continuous growth and improvement.

HOSTING

Add that something extra special with Matt as your standout host. Renowned for his infectious charisma, unavoidable humour, adaptability, and infectious energy, Matt raises the bar when hosting. With his dynamic presence, he keeps audiences engaged, entertained and on time, all whilst creating a lively and memorable atmosphere. All hosting content is unique to the client brief and approval. Examples include:

Corporate Events ● Awards Ceremonies ● Celebrations ● Fundraisers & Charity Functions
Away-days ● Community Events ● Galas ● Live Performances & Shows ● TV, Radio & Podcast

WHAT PEOPLE SAY

"Matt delivered a hugely engaging session as part of an employability roadshow we offered to a group of young adults. I was massively grateful to him and his energy, enthusiasm and knowledge will truly inspire the people he met."

Ian Overhead - National Schools Manager

Kingswood Learning & Leisure Group

"Matt's ability to captivate and educate his audience is exceptional. Whether he is hosting his podcast or presenting at a conference, his style is consistently engaging, passionate and seemingly effortless. This approach not only makes complex topics accessible but also deeply resonant. At our recent event, Matt masterfully connected with the audience, delivering insights that were both thought-provoking and immediately applicable. What sets Matt apart is his unique blend of authenticity and expertise. His presentations go beyond mere information sharing; they inspire and provoke meaningful change. This rare quality has made a significant impact on my professional development and, undoubtedly, on that of many others."

Polina Merkulova - Change Analyst, Luminate,

Leeds City College

"I just had to collaborate with him and invited Matt along to host our annual internal awards which was a huge success. He was well received among our guests and understood the audience which was truly impressive. As well as having great professionalism, conversations I've had with Matt have shown that his interest in Lean is truly authentic, asking us lots of questions about or business and how we deploy our Lean management, Working with him has been easy from start to end and would happily recommend."

Sarah-Jane Bacchus

Continuous Improvement, Smiths Group Plc

"Matt is an amazing podcaster and speaker. When my book was published, I recorded many podcasts with a multitude of hosts. Matt stood out as one of the top podcasters that I spoke with."

Lynn Kelley - Author & Change Director

"Matt spoke at our annual Continuous Improvement event. He is one of the most engaging speakers. I watched as the audience leant-in as he spoke, all captivated by his enthusiastic delivery style. I recommend listening to his Ever-So-Lean podcast, spreading the word globally of the benefits in embracing a continuous improvement / operational excellence ethos and culture. I can't recommend Matt highly enough and firmly believe he'd bring a sprinkle of magic to any endeavour."

Jayne Price - Head of CI, STFC RAL Space

"Matt came to speak at a team development event I arranged. Matt was great, it was an hour-long engaging presentation and relatable for the delegates at the event. There was really positive feedback from delegates who enjoyed the presentation, and they have advised that it has inspired them to do more learning and think more about how they can apply the principles shared in their roles going forward (which is exactly what I hoped Matt's presentation would achieve). Matt's just a generally really upbeat, friendly, relatable and professional person who is adaptable and listened carefully to meet the brief (and also offered advice and input). It was a pleasure to work with him on this event and I would definitely consider booking him again!"

Beck Travis-Booker

Director of Training Program Management, NHS England

I was taken back with Matt's energy knowledge and insight on why lean works, and how to make it work. If you ever get the chance to have Matt speak for you, his presentation will be nothing short of premium.

Paul Akers - President Fast Cap & Author '2 Second Lean'

"The power in Matt's panel speech was that 'success' has many measures, and salary is only one of them. He talks from the heart in a highly engaging and inspiring way, sharing his love of podcasting and his people skills shine through. He was a wonderful speaker for this audience and I hope he will return. I would recommend him as a speaker. "

Kathy Moulton - Employment Officer, University of Kent

"Among many Podcasting programs which focus on the Lean and the next generation of optimized manufacturing systems, I find Ever-So-Lean Podcast to be on the top. Matt is truly a master in producing well-structured and scientifically founded interviews with the leading experts on the topic. Matt's ability to cover all aspects of lean effects in an organization and his attention to useful details of continuous improvement is second to none."

Dr Michael Sanders - OCM Sensei & Quantum Lean Grand Master

Matt brings a unique combination of energy, professionalism, and deep knowledge to the table. His ability to simplify Lean concepts while keeping the conversation light and engaging is truly impressive.

Jan Otterbach

Vice President - Head of Process Transformation

I had the pleasure of sharing the stage with Matt at a speaking event in Cork, and I was genuinely impressed by his clarity of message and the way he connected with the audience. His keynote delivery was not only engaging but also deeply authentic, weaving storytelling seamlessly with powerful insights. Matt's ability to make complex concepts relatable, particularly through the 'Bridge of Inspiration Leadership' framework, left a lasting impact. His approach is both inspiring and practical, providing actionable takeaways for leaders and teams alike. I wholeheartedly recommend Matt as a speaker who brings relatability, authenticity, expertise, and real value to his audience.

Nicola McCrabbe - Career & Executive Coach

I had the pleasure of meeting Matt and hearing his keynote at an NHS event, and I was genuinely impressed. Matt's background is nothing short of impressive, with frontline experiences and global senior leadership roles in Operations, Change Management, and Continuous Improvement.
He has a unique talent for engaging the audience, making complex concepts accessible and relatable. His passion and expertise are not only evident but deeply inspiring, leaving a lasting impact on all who were in attendance. I highly recommend Matt as a speaker for any team event or away day. His dynamic and charismatic character, combined with his ability to create compelling content, positions him as an influential figure in the business landscape. Meeting Matt and experiencing his keynote was truly enlightening, and I am confident he will inspire and empower your audience just as he did with us.

Zoe Jepson - Business Owner & Coach

Matt is an engaging speaker, who covers all the important aspects of starting your own business, and particularly the leadership skills that requires. Highly recommend.

Warren Bakay - Lecturer University of Roehampton

Matt's a dynamo! He has huge responsibility for continuous improvement and lean and still manages to run a professional-level podcast. As you can hear he is high energy and makes his podcasts both deep in content and exciting. I much enjoyed working with him.

Dr Jeffrey K Liker - Global CI Icon

"IHG brought together all the Finance leaders from our Leased and Managed hotels across Europe, the theme of the conference was Waste Busting and how we in Finance can add value by eradicating waste and non-value processes. Matt facilitated a keynote and full day session helping us all to see and recognise the wastes, his passion, enthusiasm, and above all his engaging delivery help deliver a conference which was full energy. The only two things that we asked our leaders to come with was an open mind and curiosity, Matt certainly open their minds and they all left the wonderful InterContinental Malta with a great deal of curiosity about busting the wastes. We have now asked Matt to look at supporting us over the next 12 months in delivering this change making project, using Lean Six Sigma to improve our Guest experience, colleague engagement and owners returns. Would have no hesitation in recommending Matt not only for his leadership in Continuous Improvement but also helping lead a culture change to deliver great outcomes for customers, colleagues, and owners.
P.S. Doing the Yes No game live in front of 80 colleagues was the most terrifying, exhilarating and above all fun thing I have done at any conference!!!!!!"

Neil Harrison - Finance Director - IHG Hotels & Resorts