

PRACTITIONER PROFILE

Rich Aston

BA (Hons) BDiv (Hons) PIP3

FORTY TWO FOLD

Structure that supports.
Empathy that empowers.
Expertise that enables.



Professional Profile

A senior negotiator and strategic leader with over thirty years' experience in high-impact policing, specialist investigation and organisation-wide transformation. Brings an inimitable ability to shape culture, influence stakeholders and lead through deep experience in high-pressure negotiation, covert operations, investigative interviewing and safeguarding. Acts as a trusted advisor and coach, turning operational insight into learning that strengthens leadership capability, psychological safety and decisive, high-quality decision making. Brings clarity to complexity, stabilises challenged teams and helps organisations embed human-centred, emotionally intelligent practice.

Core Skills

Delivers negotiation, leadership development and organisational transformation, providing clients with intelligence-led insight, emotionally intelligent communication and high-stakes capability across complex operational and cultural challenges.

- **Negotiation, Influence & High-Stakes Communication:** builds trust, resolves conflict and shapes decision-making under pressure, with calm, psychologically informed communication.
- **Leadership, Coaching & Organisational Development:** embeds coaching frameworks, reflective practice and psychologically safe cultures; shapes human-centred leadership behaviours; designs strategic learning programmes and leads organisational-wide transformation.
- **Intelligence, Specialist Operations & Performance Improvement:** applies data-driven analysis, structured problem-solving and capability development to improve performance, strengthen governance and support high-quality decision-making in complex organisations.

Career Highlights

Hostage & Crisis Negotiator

Hampshire Constabulary 2014 – 2026

Provided specialist negotiation capability across critical incidents and major investigations, delivering calm authority, psychological insight and ethical decision-making in high-stakes operational and organisational contexts.

Key aspects included:

- Responded to high-risk incidents as a nationally accredited Hostage & Crisis Negotiator, supporting major investigations including kidnap, extortion and complex threat-to-life scenarios
- Provided strategic negotiation leadership as Force Lead Negotiator, developing capability, assuring professional standards and contributing to national counter-terrorism and multi-agency responses
- Strengthened organisational performance through negotiation training, coaching and the application of advanced communication, conflict-resolution and partnership-engagement principles across policing and wider sectors.

Detective Inspector – Serious & Organised Crime Unit

Hampshire Constabulary 2022 – 2026

Led complex covert investigations into organised crime groups, shaping investigative strategy, safeguarding practice and operational delivery across high-risk environments.

Key aspects included:

- Directed covert operations against high-harm offenders, integrating intelligence, covert tactics and safeguarding imperatives while leading multidisciplinary teams in sensitive, high-pressure contexts
- Strengthened organisational capability through policy development, specialist skills training, quality assurance and the embedding of coaching culture, reflective practice and consistent investigative standards
- Delivered force-wide transformation including restructures, post-COVID recovery, inter-organisational collaboration and operationally driven strategic training.

Detective Sergeant – Specialist Interview Team / Amberstone

Hampshire Constabulary 2013 – 2018

Created and led the force's Specialist Interview Team, shaping investigative strategy and supporting vulnerable and intimidated witnesses across high-risk investigations.

Key aspects included:

- Delivered advanced investigative interviewing training and consultancy across the organisation, strengthening capability and consistency
- Tactical lead for investigative interviewing, embedding trauma informed practice and reflective professional standards
- Provided specialist support to major investigations involving vulnerable victims, ensuring ethical, evidence led outcomes.