



Independent UK Paper Merchant Group

Setting up a Special Papers Division involving:

- Establishing purchasing and supply contracts
- Creating the necessary warehousing and distribution logistics
- Designing the Sales and marketing operation
- Designing the customer order fulfilment system
- Setting up the production and distribution system for a UK subsidiary
- In three years, the turnover increased by more than 300%

International Paint Manufacturer

Project management involving:

- Managing international and multi-cultural projects and personnel
- Taking the company into commercial and industrial domestic markets, where previously it had focused exclusively on the marine and off-shore industry

UK Television Companies

- Identifying and resolving the cause of major conflict in a new transmission centre that was threatening serious disruption of regional broadcasting
- Action learning workshops to help senior managers discover how to solve operational and staff problems
- Strategic partnering workshops to define terms of reference for the construction of a new television centre

UK Construction Group

- Working with the directors of this plc to harmonise the operations of the five companies in the group
- Developing a ten year plan for the group and five year operating plans for each of the five companies

UK Waterways Company

- Designing a behavioural safety process
- Implementing the process
- Training managers and staff to deliver and maintain the process

UK Environmental Organisation

- Designing a behavioural safety process
- Implement the process
- Training managers and staff

Ministry of Justice

- Developing strategies to improve administrative and performance management processes
- Developing Magistrates
- Developing lawyers

Public Relations PLC

- Developing a ten-year corporate plan
- Developing operating plans to implement the corporate plan

Major UK Training Company

- Research Project looking into the needs of senior managers and directors in the private and public sector.

- Designing a number of innovative strategic training and development programmes
- Facilitating one of the first APL Projects in the UK

UK Science Park Company

- Land purchase and managing the construction project
- Designing and managing the strategic marketing operation that resulted in over forty high technology firms relocating to the park. The Park was filled in under a year, two years ahead of schedule.
- Setting up and managing a support infrastructure to provide business services and consultancy.
- Forming and managing a joint venture company to undertake research and development projects in the private and public sector

Enterprise Agency

- Founder member of one of the first enterprise agencies
- Management board advisory role

Urban Regeneration Advisor

- Advising development organisations in India, Pakistan, Spain and Australia on the use of science parks as a method of urban regeneration.

United Kingdom Science Park Association

- Founding member and management board membership

Academic research

- Organisational Psychology, focusing on the way performance is affected by mergers, acquisitions and joint ventures.
- Behavioural safety and its impact on Health and Safety management systems