

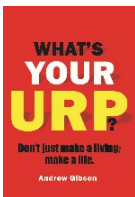
Andrew Gibson

Profile

I am an Author, Business Coach and Consultant with extensive experience of helping new businesses become sustainable, and charities develop unrestricted funding streams from their activities. I specialise in Organisational Development in Start-up and Third Sector companies, particularly when working with Board and Chief Executive level. I deliver Keynote speeches, workshops and lectures on Entrepreneurship, Networking, and Referral Generation.

I help entrepreneurs when they are seeking to make progress ranging from pre-start to established employers. I also deliver bespoke training and workshops on subjects including Solution Focused Practice, coaching practice, networking, business planning, and word of mouth referral generation. I have 18 years' experience in the FMCG (Unilever – Birds Eye Wall's Limited) and Hospitality Sectors (Bass Brewers Ltd, Barbox.com Ltd) prior to becoming a professional coach in 2007. I am very active in my field and am a member of the committee for both major SF associations, the UKASFP and SFiO. I am a Member and award-winning Area Director Consultant of BNI, the world's largest networking organisation, with a particularly strong network in Yorkshire.

Author



I am a published author. My first book, “What’s Your URP?” was published in February 2019, and my second, “Make Life Simple” in July 2020. Commercially published by Woven Word, an imprint of Fisher King Ltd

Skills

- Helping clients find revenues or unrestricted funds more quickly from their activities
- Solutions Focused Practice applied to Coaching, Consulting, Facilitation, Training and Supervision
- Community Project Delivery
- 1-2-1 and Team Coaching Business Support
- Charity Organisational Development
- Networking and Word of Mouth Referral Business Development
- Public Speaking, Large Scale Workshop Facilitation

Career History

Business Services Leeds Ltd

March 2011 to present

I am self-employed as a Business Coach through my own company, Business Services Leeds Ltd. I am passionate about working with micro-businesses and SMEs, and have a strong record of supporting third sector organisations including charities, community companies, NHS and Housing Associations.

Key Projects:

- Lloyds Foundation Enabler (November 2019 to present)
 - Helping Lloyds Foundation clients to develop business plans and sustainable income streams
- Behind Closed Doors (May 2019 to March 2020)
 - Strategy Development and Board Culture Change project
- Team Fostering (March 2019 to present)
 - Business Support for Chief Exec and Management Team
- Leeds University Business School (Dec 2018 to present)
 - Guest Lecturer, and member Marketing Advisory Board
- South West Yorkshire NHS Trust CAMHS (Dec 2018 to present)
 - SPA Team Training and Solution Focused Support
 - Longer term project to reduce 2 year waiting times/waiting list numbers
- Childrens' Heart Surgery Fund (Sept 2018 to Mar 2019)
 - Development of Five-Year Business Plan and associated Departmental Action Plans
- Migrant Community Network, Leeds City Council (Sept 2017 to Jan 2018)
 - Helping them to transform from a council run project to a fully independent entity, enabling them to access new sources of funding.
- Specialist Autism Services (April 2017 to Sept 2018)
 - Skills and Opportunities funded project to help their members with Autism to explore self-employment.
 - Of 35 members engaged, 5 transacted as self-employed, and 28 moved on to "next steps" outcomes from the project.
- Bradnet (Aug 2017 to May 2018)
 - Support for CEO, Registered Manager and Board through major change period.
- Health for All (March 2017 to Nov 2017)
 - Originally working with young people Not in Employment, Education or Training. Now working with socially isolated men to help them with self-employment and community projects.
- Trafford Housing Trust – TrustCare "One Team" Project (Aug 2016 to Feb 2017)
 - Tasked with helping three separate teams perform as one
 - Tasked with helping them to grow their business
- Step2 Sexual Health and Relationships Charity (Sept 2015 to May 2016)

- Developed their Unrestricted Funds activity. This activity resulted in £75k income in 2018, two years' after my direct work had finished.
- Barnsley CAMHS Waiting List and Times reduction (Nov 2015 to Aug 2016)
 - Solution Focused training and support for managers
 - SF Consultancy to improve clinical pathways, reducing waiting lists
- Enterprise Coaching – Trafford Housing Trust, Manchester (Jan 2015 to March 2017)
 - Solution Focused training and supervision for four Enterprise Coaches
 - Project SROI of over £7 for each £1 invested – report available.
- Communities Living Sustainably (BIG Lottery Funded)
 - Enabler for three projects (Hull, Irwell Valley, Sunderland) providing coaching support for delivery of £1M community projects.
- ERDF funded Enterprise Coaching for Bradford MDC (November 2011 - March 2013)
 - Trained and Coached 10 coaches for first 18 months of 3 year project;
 - Over 2 years, 9 months, the team helped create 274 new businesses with survival rates of between 74% and 87% after 12 months.
- Delivery of Solution Focused Practice training for Hartlepool MBC Social Work and Family Support teams (September 2014 to March 2015).
- Candlelighters' Charity, Leeds (September 2013 to Jan 2017).
 - Directly assisted the transformation of this charity to dramatically increase their abilities to support families of children with cancer in Yorkshire.
- Rising Stars Coach, Bradford Chamber of Commerce (ERDF funded)
- Growth Accelerator Coach (funded by Department of Business, Innovation and Skills)
- Ready for Business Coach (funded by Barclays Bank via Bradford Chamber)
 - I am familiar with working within ERDF and similar funded projects.

BizFizz Business Coach, Bradford MDC

May 2007 to March 2011

Bradford Metropolitan District Council employed me as a Business Coach, working in very poor communities in South East Bradford. We used the BizFizz model.

Duties & Responsibilities:

- Coaching, business planning, cashflow forecasting, flexible client support as required.
- Community networking to build the BizFizz panel, which supported clients' needs.
- Seeking support from other agencies for clients including access to finance.
- Supporting colleagues and other agencies when they needed my expertise.

Achievements:

- In a non-targeted project (a key feature of the BizFizz model), I assisted 320 clients.
- Of these 180 were pre-start or start-up businesses.
- 33 started trading in the period and 92% still traded at project end.

After the LEGL funding finished, I was engaged by Bradford MDC as a freelance business

coach, gaining my first contract for Business Services Leeds Ltd.

Director, Easy Web Sites Ltd

July 2006 to March 2011

Easy Web Sites Ltd provides website and internet services to the SME sector. I joined in July 2006 to assist in business development, and EWS became a Limited Company in 2007. In 2011, the company had over 350 clients and employed five full-time and two part-time staff. Turnover in 2011 was £275k. I left on good terms to focus on Business Services Leeds Ltd.

barbox Limited

January 2000 to July 2006

Barbox.com is the multi-supplier on-line platform for the licensed trade, launched by Coors Brewers Ltd in July 2000. I was responsible for commercially managing the pilot project, and I wrote the board paper which was approved within two weeks of submission. I transferred to the Limited Company when it was established in July 2000 to become part of the Senior Management team where I held Project, Business Development and Account Director Roles. I left on good terms to help with the creation of Easy Web Sites Ltd.

Coors Brewers Limited

March 1998 to December 1999

Business Unit Manager (Pubs – Bass North)

I was responsible for a team of 10 Account Managers, servicing 750 Independent On-Trade Pubs in the North East of England. In a period of market volume decline, my team delivered 8.5% Turnover Growth (to £ 24M) and maintained profits (£ 6.4M).

Unilever PLC

September 1989 to March 1998

Business Development Manager

March 1996 to March 1998

- Management of Ice Cream, Frozen Vegetables, Potatoes, Savoury Bakery Categories: total sales turnover (1997) £38M, gross profit £8.4M
- Second Most Profitable Ice Cream Account (CWS) after Tesco in 1997 (£1.2M gross)

Vegetable Engineering Manager

August 1992 to March 1996

- Management of 4 Assistant Managers and 36 Multiskilled Craftsmen in Lowestoft
- Responsible for all Engineering requirements in two Manufacturing Units
- Budgetary responsibility in 1995/6: Revenue £2.2M, Capital £5M

Unilever Trainee

September 1989 to August 1992

I joined Unilever PLC in September 1989 as a graduate trainee. I received two years comprehensive experience and course based business and management training within Manufacturing Management before being appointed as a Production Shift Manager, Gloucester Ice Cream factory in January 1992.

Professional Qualifications

- Chartered Engineer: Member of the Institution of Electrical Engineers since 1994 (renamed Institution of Engineering and Technology)

Professional Memberships

- Member, UK Association of Solution Focused Practice (March 2013)
Appointed to the Committee June 2016, Director June 2017.
- Member Solution Focused in Organisations (March 2014), now on the Organising Committee. Responsible for membership growth, and for the SF Northern Chapter.
- Member, Business Networks International (BNI) (December 2009 to present)
- Director Consultant, Business Networks International (BNI) (November 2011 to October 2020)
 - Nominated for Director Consultant of the Year in 2012, 2013, 2016;
 - Winner of an Outstanding Contribution as a Director Consultant Award, 2013;
 - Winner, Hall of Fame Award for supporting a chapter to >50 members, 2017;
 - Winner, Givers' Gain Award for Traditions and Innovation, 2020.
- Appointed Area Director Consultant, (BNI) East Yorkshire and N/NE Lincolnshire Region, November 2020.

Academic Qualifications

GMAT Test		2003
Scores:	Quantitative & Verbal	690 (90 th Percentile)
	Analytical Writing	6/6 (97 th Percentile)

The University of Glasgow 1985 to 1989

B.Eng (Hons) Electrical Engineering (2:2)

Continuous Professional Development

Since becoming a member of BNI in December 2009, I have attended over 100 Business Training Courses on subjects such as Presentation Skills, Networking Skills, Referral Skills and BNI Membership Development. Of these, I have created and delivered specific courses as trainer on the subjects of BNI Connect, Specific Referral Skills, and finding more Referrals from 121s. The second Specific Referral Skills course was attended by over 150 people, and one member reported generating an estimated £450k profit opportunity as a result of adopting my methods. This course has been delivered on numerous occasions, and is now themed around my book, "What's Your URP?".

As a Director Consultant, I have attended the UK Directors' Conferences on six occasions, been nominated three times and also awarded once the Outstanding Contribution for a Director Consultant award, and was invited to collect an Outstanding Contribution "Hall of Fame" award at the Global Conference in Long Beach, CA., in 2017. I was invited to speak on the topic of Referral Strategy at the BNI UK & Ireland Leaders' Conference in July 2020.

I am now an Area Director Consultant responsible for BNI in East Yorkshire and N/Ne Lincolnshire with >150 members in 7 established chapters, plus three new chapters in development.

Solution Focused Practice

I have invested in my professional training through the following conferences and courses:

Year	Event	Contribution
2012	UKASFP Conference, Edinburgh	Delegate
2013	UKASFP Conference, Birmingham	Workshop – evolving your sf practice into a business
2014	UKASFP Conference, Liverpool	Delegate
2015	UKASFP Conference, Milton Keynes	Delegate
2015	ASFCT Conference, Leeuwin	Delegate, Strategic Input
2016	SOLWorld Global Conference, Liverpool	SOL Talk – using SFP to help businesses http://www.solworld.org/video/andrew-gibson-talks-about-using-solution-focus-to-help-businesses
2016	UKASFP Conference, Swansea	Workshop – stimulating local economies with SF Coaching
2016	Good Neighbour Conference, Bradford	Workshop – Sustainable Revenues for Charities and Community Companies
2016	SOL CEE Conference, Bucharest	Workshop – Using SF to help others while also helping yourself.
2017	SF Konference, Copenhagen	Workshop – Growing Local Economies with Solution Focused Practice
2017	HESIAN and UKASFP Conference, Hatfield	Delegate
2017	SF Coaching Training, BRIEF, London	Delegate
2018	UKASFP Conference, Liverpool	Plenary – SF Networking Workshop – Using SF to help people with Autism into Self-employment
2018	SOL CEE Conference, Timisoara, Romania	Pre-conference Workshop (URP)
2019	SF Trainers' Global Conference, Frankfurt	Workshop – Applying “URP” to your consulting and training business.
2019	UKASFP Conference, Bath	Workshop – “What’s Your URP?”
2019	Leeds University Business School IABC International Summer Conference	Keynote Speaker – “Seven Day Weekend”
2019	Brand Yorkshire	Speaker – “Seven Day Weekend”
2020	SF Trainers' Global Conference, Frankfurt	Workshops and Plenary talk on SF Practice in Organisations.
2020	SF24, Global on-line SFP Conference	Organiser and Plenary Speaker, UK & EMEA timezones.

School Governor, Sphere Federation

I was co-opted as a Governor of the Sphere Federation, a Federation of three local primary schools, in April 2019. I am a member of the TLC Committee and will take over as Chair of this committee in September 2020.

Hobbies and Interests

In 1998, I joined Leeds Philharmonic Society, a major choir in Leeds. During this time I have held many committee positions, including Income Generation Secretary and Chairman.

In addition, I am keen on keeping fit, current affairs, classic cars, cycling, camping and spending quality time with my family.