

Steve Welch

Email: steve@izrmail.com

LinkedIn: www.linkedin.com/in/steve-welch-88363

Mobile: 07880 531842

PROFILE:

A successful Non-Executive Director, with a background in Software Engineering. Previous roles include Engineering Director, COO, Board member and Chair. Track record of bringing strong technology focus to the full business lifecycle.

Non-Executive Director:

- 7 years of board level experience, starting with Cisco country leadership board member and then independently with small startup companies and charities. Wide variety of operations – FinTech, Risk Management, Public company consultancy, High-Tech autonomous systems and communications companies.
- Accustomed to chairing and attending board meetings - defining strategy, obtaining and nurturing talent, discussing critical issues, monitoring operational performance and mitigating risks.
- Specialist in software technology acquisition and/or building in-house teams to leverage digital assets. Many years experience working with software engineers to get value for money from digital business solutions.
- Experience of fund raising via government grants, loans and equity investment.

ATTRIBUTES AND SKILLS

Strategic thinker: Provides practical, performance-related input and advice on strategy development and implementation, bringing commercial clarity, a results orientation and common sense to both planning and delivery.

Board member: Ability to work as an effective member of the team, that drives the strategy and balances the need to constructively challenge management, holding them properly to account. Can apply a range of personal value-based attributes such as: advisor, influencer, negotiator, motivator and innovator. High level of integrity and ethical direction.

Technology expert: Chair and member of technology group committees as part of an executive career that encompassed a number of Engineering Director and related roles. Deep knowledge of agile software engineering, automated testing, robotic process automation, cloud service and product delivery.

ACHIEVEMENTS

Business Development: A proven commercial track record, taking a startup communications business through two mergers/acquisitions and then building a \$100M revenue stream in the acquiring business.

Coaching and mentoring: A history of coaching and mentoring CEOs, Directors and other executives to improve their business, as well as their personal efficiency.

International Perspective: Experience of working with companies operating in other locations, such as China, India, Scandinavia, Eastern Europe - understanding the sensitivities of working with different cultures and building strong relationships.

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CAREER HIGHLIGHTS

2014 – 2018 Cisco Systems International Country Leadership Board

Board level position, guiding the strategic direction of Cisco with the UK and Ireland region. Focus on obtaining and building talent, generating a high-trust workplace cultures and supporting charities and other organisations for the benefit of the overall region.

- Represented the Green Park site (500+ people) in many initiatives, centered around the entry into the Great Place To Work awards, regularly coming in the top 10 companies.
- Organised the engineering community, running events and conferences to unite the different engineering teams in the region and improve operational excellence.
- Partnered with the Cisco Executive Leadership team to deliver seminars and coaching sessions to improve the effectiveness of our leaders, from all areas of the company – Sales, Marketing, Manufacturing, Engineering, Support etc.
- Supported integration teams on new company acquisitions to smooth the path into Cisco for all functions.

2018-Current Be The Business Growth Mentor/Coach

Business mentor, helping to improve business productivity in the UK. Department of Business, Energy & Industrial Strategy (BEIS) initiative.

- Have helped several companies in Birmingham to grow/improve their business by introducing concepts from larger companies like Cisco, Accenture, Siemens, McKinsey etc.
- Company matching is done through the Local Enterprise Partnership (LEP). Separately have approached my local Solent LEP and although not currently part of the scheme, help them run local Business Clinics in a similar fashion to the larger campaign.

Professional Development:

- BSC Computer Science, Brunel University, London
- Project Management Professional – PMP
- PRINCE2 Project Management
- Trainer Assessment Programme – TAP
- Neuro Linguistic Programming Practitioner – Pegasus NLP
- Design Thinking, Venture Lab – Stanford University
- Member of the Non-Executive Directors' Association