Wayne Hodgkiss

**I.Eng MIIE MIPlantE (MIOSE)**

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*Non-Executive Director*

*Looking to establish a portfolio of Non-Executive Directorships*

A focused and results driven executive director, adding significant value to businesses, driving growth, increasing revenue and securing sustainability for organisations. Proven in the manufacturing, automotive, aerospace, construction equipment, corporate and commercial markets. Wayne has a strong track record of delivering seamless change management strategies and implementations globally within blue-chip organisations. Experienced in managing multiple sites across the UK and Europe. He has a high command of risk and crisis management and crafts proactive strategies to capitalise on market opportunities. With a productivity focused mindset, Wayne is adept at problem solving and troubleshooting. He streamlines enterprises to provide clarity and transparency within the business, confidently and empathetically managing teams through significant change.

***Strategic Operations | Global Operations | Risk Management | Change Management | Communication Strategy | Business Development***

*Adds Value Through*

**STRATEGY**

* Develops and executes comprehensive business strategies to drive growth in line with market share, sales, profitability and revenue targets.
* Deploys robust business plans and disseminates them throughout organisations to ensure deliverables are met on a global scale.
* Led the development and delivery of the strategic roadmap to ensuring the growth at both Terex Pegson and DHL Automotive.

**BUSINESS DEVELOPMENT**

* Achieves sustainability and competitive advantage regarding manufacturing and internal / external supply chain performance and capabilities.
* Facilitates the achievement and exceeding of revenue, EBIT, EAC and working capital targets.
* Leads and delivers new business growth from lead generation through to the completion of the contract.
* Effectively delivered an operating profit of 17% at Terex Pegson, fulfilling all of the business unit’s strategic targets.
* Experienced in evaluating international low cost outsourcing activities in Europe & India. Evaluation exercises carried out at Terex Pegson, Goodrich Aerospace and Autins Group.
* Developed Terex India Plant operations and satellite facilities to realise half year productivity improvements of 35%.

**LEADERSHIP**

* Builds high-performing teams across organisations aligned to short and long-term requirements for capabilities, competencies, values and behaviours.
* Ensured sustainable succession planning and people development by driving up employee satisfaction across a number of organisations including Johnson Controls, Terex Pegson and DHL Automotive.
* Promoted an industry leading lean logistics culture in all operations and business development pursuits of DHL Automotive whilst meeting both internal and customer continuous improvement targets.

**RISK & FINANCIAL CONTROL**

* Takes full ownership to ensure appropriate implementation and use of comprehensive management systems, ensuring full compliance to financial, legal, HR, and safety requirements, including environmental, health & safety and quality. An experienced works council / TU negotiator.
* Successfully led the delivery of quality standards and processes for Johnson Controls attaining Ford Q1 certification and Terex Pegson, securing ISO9000 quality compliance improvement.
* Controlling a wide range of size of organisational sites with turnovers of £268m (Johnson Controls) to £8m (Toolspec) with a headcount range of 2000 employees (DHL) to 80 employees (Toolspec).
* Spearheaded the HSE improvement plan for all organisations specifically at Terex Pegson, achieving a 100% improvement to LTA.

**CHANGE MANAGEMENT**

* Managed consultation processes for ‘rightsizing’ within a number of Organisations including Johnson Controls, BMW and specifically at Terex Pegson operations reducing headcount by 34%.
* Executed the Inventory / PPV cost reduction plan for Terex Pegson, generating £3.8m in savings over a four-month period.
* Managed operational aspects of a complex change control process in LCV, delivering customer requirements for all activities by driving a focus on relationships between the organisation and its customers.

*Career Chronology*

**EXECUTIVE DIRECTOR & FOUNDER**, IMA LTD (INTERIM MANAGEMENT ASSOCIATES) MAR 2009 – PRESENT

**GENERAL MANAGER (INTERIM)**, TGS (UK) LTD – (VEHICLE CONVERTERS) OCT 2019 – PRESENT

**SITE LEAD (INTERIM)**, BRIDGE GROUP – (TURNAROUND MANAGEMENT) APR 2019 – SEP 2019

**SITE DIRECTOR (INTERIM)**, TOOLSPEC – (OFF HIGHWAY/ AUTOMOTIVE TIER1) JAN 2019 – MAR 2019

**GROUP OPERATIONS DIRECTOR (INTERIM – 6mths)**, AUTINS GROUP – (AUTOMOTIVE TIER1) JUN 2017 – DEC 2018

**SITE / PROTOTYPE BUILD SUPPORT MANAGER (INTERIM)**, LCV – (AUTOMOTIVE OEM) NOV 2015 – MAY 2017

**HEAD OF ENGINEERING WORKSHOPS**, BENTLEY MOTORS (AUTOMOTIVE OEM) APRIL 2011 – APRIL 2015

**BUSINESS UNIT DIRECTOR**, DHL AUTOMOTIVE (AUTOMOTIVE TIER1 SUPPLIER) MARCH 2010 – MARCH 2011

**OPERATIONS DIRECTOR**, TEREX PEGSON (CONSTRUCTION EQUIPMENT OEM) AUGUST 2007 - FEBRUARY 2010

**OPERATIONS DIRECTOR**, GOODRICH ECS (AEROSPACE TIER1 SUPPLIER) JANUARY 2007 - AUGUST 2007

**PLANT MANAGER**, JOHNSON CONTROLS (AUTOMOTIVE TIER1 SUPPLIER) SEPTEMBER 2005 - DECEMBER 2006

**GENERAL MANAGER**, BMW (AUTOMOTIVE OEM) [WITH GROUP FROM AUG 1990] JANUARY 1998 - AUGUST 2005

*Qualifications & Affiliations*

Member of the Institute of Plant Engineers, Incorporated Engineers

Registered Incorporated Engineer (Engineering Council)

Post-Graduate Diploma in Engineering Business Management – Warwick University

Member of the Birmingham Chamber of Commerce