

### Personal Profile

Customer, people and profit focussed, internationally experienced Executive Director and Chairman excelling in best practice implementation, strategic, change and project management, from start-ups through to mergers and acquisitions. Former top three UK Business Adviser; IBC Awards and IoD Director of the Month and currently 'Premier League' business coach supporting companies under the EU Horizon 2020 programme.

### Chairman/ Non-Executive and investor roles

*May 2017 - date*

#### ***PayPill LLC***

Investor and Director of a blockchain and AI business start-up company providing healthcare and cryptocurrency technologies to the sector, focusing on initially disrupting the US healthcare systems.

*September 2014 - date:*

#### ***Kytappo Healthcare Ltd (UK) and Kytappo Healthcare LLC (US)***

Investor and Director of a company providing healthcare and food technologies to the sector, focusing on medical devices providing analysis of diseases and wound care and food quality services.

*September 2002 -date*

#### ***Maidstone Warriors Basketball Club***

Owner and Chairman of a social enterprise initiative providing basketball for all the community from the ages of 6 to adult teams. The club has grown to be the largest all ability club in Kent.

*November 2012 to 2017:*

#### ***Emergency Aid - former Chairman, Board Director and Trustee***

This flagship charity supported national and local government emergency plans with on-demand space around the country. At the time 3million sqft of space were available at a moment's notice to temporary house evacuees from any type of disaster. Instrumental in the complete reorganisation and refocus/ envisioning of the organisation.

*August 2014 - January 2016:*

#### ***Pagosa Specialty Pharmacy***

Investor and Director of this fast growing retail, specialty and compounding business based in the USA. Business now sold and owned by Pagosa Pharmacy Inc.

*May 2013 to December 2016*

#### ***Enterprise Foundation Leeds - Chairman and Trustee***

One of the original architects in the development of this flagship charity which provided business space with onsite mentoring and coaching for businesses. 7 centres were created in the UK.

*June 2001 to March 2010*

#### ***Director and shareholder - Paul Henry Architects***

Providing initial investment and advisory support to this start-up company. They have since grown significantly, winning a number of local and national awards. Was bought out of the business in 2010.

### Current Employment

*December 2000 to date*

#### ***[W]sq solutions - Managing Partner***

Interim, advisory and coaching practice providing 'hands-on' best practice business support to private and public sector organisations in the UK, EU and US. Specialising in business turnaround, process, project, customer relationship and change management techniques. Executive coach to clients that have collectively won 22 business awards over the last 5 years.

Key skills brought to assignments include:

- Strategic focus from a business growth perspective, drawing on Commercial, Operational (including Manufacturing and Logistics), Marketing, Strategy and NPD experience.
- Investigative nature; able to 'hone in' on the key business issues within a board setting.
- Ability to devise and execute change management schemes to drive cultural and business practices towards clear goals throughout the organisation.
- Strong communication skills from board level and shop floor through to customers and the media. Keynote speaker to many conferences
- Executive coach and mentor to CEOs, MDs and senior executives, giving them the skills to create strategic plans and to accelerate the development of their teams and companies
- Preparation of full business (market, operations and financial models), project and risk plans.
- Execution of mission critical projects through the general and project management of people, processes and systems using current goal deployment and Prince II methodology and techniques.
- Implementation of best practice principles to ensure that a profit and customer focus culture is cemented throughout the organisation.

#### ***Example executive coaching assignments***

- Gel Systems Ltd - Working with the Board and Senior Management team to support their commercial culture change and growth to an international business from £6m to £19m in 8 years.
- Scipac Ltd - Biotechnology business which won the Swale Business Innovation Award 2009 and the Queen's Award for Export and Innovation in 2010 as a result of our input through executive coaching support to their senior management team. Business sold to BBI through working with us on the exit plans.
- Beechtree Total Care - I provided strategy and mentoring and exit strategy support to this domiciliary care activities company which ended up winning the 2009 BADCO Home Care Business Award.
- Acorn Recruitment - Recruitment business. Provided strategy and implementation support for a new innovative online platform. Company is now positioned to secure £25m investment for growth. Winner of a British Chamber Award in 2011.
- Medway Adult Services - Working with the senior management team to support them in creating a commercial framework within a public sector organisation ie Medway Council.
- BBIInternational - a large private health sector group. Supported the business growth strategy of a 3 year £100m turnover plan through the Executive Coaching of Board and Divisional MD's. Success of the plan has led to the business being bought out by a private equity group in December 2015.

#### **Employment History**

##### ***September 1997 to September 2000***

##### ***PetroTechnik Ltd - Operations Director***

Medium size, privately owned business, providing pipeline solutions for the petrol forecourt market. Responsible for the Logistics (purchasing, quality and worldwide distribution), Technical and Customer Support and Product Development teams. Key achievements and responsibilities included:

- Securing through negotiations (£3m purchasing budget) and best practice initiatives, 15% to the bottom line.
- Creating a customer facing team environment through leadership, project management and 'setting an example' (e.g. IT system and ISO9001 accreditation implementations).
- Introducing multi-skilling team practices to the distribution and quality teams.
- Directing a step change in product development activity (6 patents applied for in 12 months) and securing Government funding for the company's 3<sup>rd</sup> generation pipe system development.

- Responsible for the strategic direction and implementation plans for overseas manufacturing and European distribution bases. Managed the implementation of the South American extrusion manufacturing and operations business zone activity.

***November 1994 to September 1997***

***Caradon Terrain - Innovation Manager***

Medium sized plastic building product manufacturer, part of the £2 billion Caradon Group. Management of a team of engineers and a consultant. Involved in managing step-change improvements in manufacturing best practices through the implementation of VMI, SMED and TPM. Defined and set NPD product and marketing strategy with the Board in line with company goals. Project led a technology product due diligence programme. Involved in project managing, negotiating and implementing a £2m third party distribution contract which included redefining and implementing the whole distribution process.

***August 1991 to November 1994***

***ERA Technology - Group Leader, Mechanical Applications (Technical Sales, Business development role)***

One of the world's largest independent technology consultancies. Leading a team providing testing services, project management and consultancy on business strategy and capital implementation to public and private sector clientele. Key achievement identified key markets for growth, leading to the acquisition of one of SGS Yarsley services into the business, which is now the main financial generator of the department. Project managed and turned around a key £0.5m government public initiative.

***September 1988 to August 1991***

***National Starch and Chemical - European Technical Co-ordinator (Adhesive Chemist)***

Part of the ICI Group. Responsible for co-ordinating the development activities of the European operations in the Cigarette Market using food grade starch products. Examining and developing manufacturing and logistical operational best practice benefits for identical product brands launches at several sites within Europe.

**Personal and Contact Details**

Married to the lovely Joanne with three grown up children. Clean driving license.

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**Education**

PhD in Polymer Engineering from Brunel University, Sponsored by Dupont (UK) Ltd during this time.

Polymer Technology BSc Hons. degree (2i) from Brunel University  
Certificate in Business Consulting - SFREDI (2008)

**Outside interests**

I enjoy all sports, and keep fit activities. I also own a fast growing basketball club within the Maidstone & Medway community ([www.maidstonewarriors.co.uk](http://www.maidstonewarriors.co.uk)). In the past I spent nearly 5 years as a governor for Loose Junior School in Maidstone. Keeping up with my three grown-up children and member of our local church, The Vine.