

Current Projects

- Civil Engineering and Traffic Management client who I have worked with over a number of years during which time there has been an acquisition of an electrical business, of a traffic management business and a construction machinery sales business. Turnover has grown 50% (currently c£10m) with plans to double it over the next 5 years. My role is to act as an informal non exec director and as coach to the MD, Operations Director and Business Development manager as well as support project and system development e.g. the new information management system.
- Oil and Gas Valve designer and manufacturer. I have worked with this client for around 2 years during which time we have taken the turnover from £3.4m to £5.2m with plans for £7 m within 3 years. My role is to act coach and mentor to the directors and work has involved developing commercial budgets, establishing sales and expense projections, lead directors meetings, develop plans for changes to shift patterns, development of management skills, design and installation of a performance management (appraisal) process and planning of an exit/MBO/MBI.
- Fire and Door Safety Material Manufacturer. An extruder and provider of door fire safety equipment who I have now worked with for about 18 months. My role is to support the MD and senior manager with sales and business management. We have developed approaches to financial projection and management and installed a manufacturing line with plans for another machine/line this year. Turnover was c£1m when I started and is now c£1.25m with plans to move to £1.5m this year.
- A plumbers merchant and renewable energies group. Over the last 3 or 4 years I have acted as coach to the MD of the group and MDs of the group's companies. I have developed and implemented financial/commercial management and together with the MDs review this on a monthly basis. I have also been involved in an acquisition and the restructure of the business to capitalise on market opportunities. I have also assisted with sales development and skilling of the sales director as well as improvements to the effectiveness of key processes. Current turnover is c£9m with plans to go to £10.5m next year.
- Plastering and Drylining company with a current turnover of c£3.25m which has doubled in the 4 years I have been working them. My role is to review and take action on financial performance and guide and coach the directors in areas such as sales and marketing, financial management and operational planning and management as well as manage intra director team conflicts. Lately I have been helping with exit planning and diversification.
- Garden Centre with Tea Rooms and Farm Shop. Over the 4 years I have been working with this client I have guided the MD through the acquisition of a Farm Shop and the building of tea rooms. We have developed plans for a complete redesign of the site now approved by the Council. Turnover has increased by around 30% and we have restructured the management team and challenged and replaced people where appropriate. The latest project is the development of a retail dimension to the business planned to add c£250,000 to the business' turnover.
- Family Jewellers. In the 3 years I have worked with this client we have refined the proposition into that of a boutique jewellers and introduced structured and effective financial management through the use of a commercial budget. I support the MD in issues ranging from decisions on a new product line to purchasing, advertising - direction and spend, customer relationship management, staff issues and also in managing the exit of the current owners (parents).

Current Projects (Cont)

- **Food Service Distribution.** With this client over the time I have been working with them we have driven turnover up by c20% along with the corresponding rise in profitability. We have established a fruit and veg operation and joined and exited from a partnership in hygiene products. I have also been involved in a serious conflict between directors needing me to support the MD on an action plan and at a personal level and this is now being worked through and the situation is improving. Our next project is a premises move leading to an uplift of c30% in turnover with a greater profitability impact.
- **Risk Management.** I have been involved with the organisational development manager in developing processes which have lagged the rapid increase in size and turnover of the business. My role has been to devise approaches to change and support my contact in implementing that change effectively as well as directly influencing senior managers and the MD to change the way planning is done for example. Other significant successes have been achieved in the areas of PDR (appraisal), communication - introducing regular staff briefings and management - involving restructure, achieving Investors in People Accreditation and development of roles and coaching and skills development.
- **Family Electrical Shop.** I started working with this brother and sister team just a few years after they had taken over the running of the business from their father. Our early work centred around identifying and controlling costs and then taking action, through effective budgeting, to recover the GP/margin. Having contained the reduction in income we are driving up turnover by developing two new income channels adding c10% to the sales and improving EBITDA.
- **Innovative chassis and structure technology.** This client has invented a new sandwich panel technology which can be used by OEMs such as Peugeot for car body or seats and others with carry boxes and also in aircraft. My role here has been to advise on contracting with a supply partner and to identify markets and create ways to capitalise on those markets. Turnover is planned to go from an actual £0 to as much as £5m within 10 years.
- **Care Home.** Guide the owner and manager through the addition of 8 rooms taking turnover up from c£1.2m to c£1.5m whilst maintaining profitability and reducing key costs. Advising on ways to attract new residents and rotas as well as mentoring the manager through critical situations.
- **Road Surfacing and Groundworks Company.** Over the 5 years I have worked with this client we have achieved Investors in People and weathered a down turn in work, the loss of a key tender and a move of premises. During this time some staff have had to leave which was difficult. We developed key systems for managing the commercial and quality sides of the business. We have managed to maintain an acceptable profitability despite the various problems.
- **Innovative outdoor cooking.** This client has a niche position in the market and my involvement has led to the development of a business model of distributors in key countries across the world. My involvement has been to innovate and find new ways to market and sell as well as advising on new products. The plan is to double the turnover next year albeit to a relatively modest c£500,000 but there are bigger plans!!
- **Tractor and groundcare supply and servicing.** A relatively new client with ambitions for turnover growth from c£350,000 to c£500,000 over 3 years. My role has been to advise on new income streams, marketing and sales strategies and to coach the MD on leading sales campaign and the business. Also with strategies with suppliers and staff management.
- **Safety Valve Manufacturer.** A business start up aimed at meeting a proven safety issue with a revised, improved and more costs effective solution. I am supporting the MD in developing a business and sales strategy and designing and delivering an approach to sales and marketing.