



## Example NED (Non-Exec Director) Bio

XXXXX XXXXXXXXX

Mobile: XXXXX XXXXXX

Email: XXXXX.XXXXXXXXXX@XXXXXXXXX.XXX

Address: XXX XXXXXXXX XXXXXXXXX XXXXXXXXXX XXX XXX

### Current non-executive portfolio

- Non-Exec Chairman, XXXXX XXXXXXXXXX - XXXX XXXXXXXX XXXXXXX XXX XXXX X XXXXX XXXXX X XXXXXXXX XX XXXXXXXX XXXXXXXX XXX
- Non-Exec Director, XXXXXXX XXXXXXXX - X XXX XX XXXX XXXXXXXX XXXXXXX XXX XXXX X XXXXX XXXXX X XXXXXXXX XX XXXXXXXX XXXXXXXX XXX
- Non-Exec Director, XXX XXXXXXXX XXXXXXX - XX XXXX XXX XXXX XXXXXXX XXX XXXX X XXXXX XXXXX X XXXXXXXX XX XXXXXXXX XXXXXXXX XXX XX
- Chair of Governors, XXXX XXXXX XXXXXXX - XXXX XXX XXXX X XXXXX XXX XXXX X XXXXX XXXXX X XXXXXXXX XX XXX XXXXX XXXX XXX XXX

### Non-exec attributes

- Perceptive strategic thinker with strong ability to analyse, interpret, vision, and innovate
- Proven track-record of successfully launching, growing, and optimising the value of SMEs
- Values driven with strong empathy, respect, genuineness, openness, fairness, and honesty
- Core behaviours include: flexible, responsive, motivational, creative, engaging, and friendly
- Deserved reputation for building positive and productive relationships with all stakeholders
- In-depth expertise in HR, change management, entrepreneurship, and financial management
- Experience of generating major public/private sector wins via networking and formal tendering
- Operational and process knowledge combined with excellent coaching and communication skills
- Extensive consulting exposure with numerous global/SME private/public/third sector organisations
- Well balanced skillset to support, facilitate, influence, persuade, challenge and be a positive critical friend

### Previous roles

XXXXXXXXXXXXXXXXXX

- Executive Chairman
- CEO
- National Director
- Commercial Director

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- Corporate HR Manager
- Company Secretary
- Corporate Finance Manager
- Branch Manager

XXXXXXXX XXXXXXXX

- Assistant Secretary
- Chief Examiner
- Lecturer and Trainer
- Author and Editor

### Qualifications

- 8 "O" Levels, 3 "A" Levels
- MBA (Cranfield University)
- BA (Hons) Economics (Sussex University)
- Fellow of the Chartered Institute of Bankers (FCIB)
- Post Graduate Diploma in Career Counselling (Birkbeck University)
- Fellow of the Chartered Institute of Personnel and Development (FCIPD)

### Other information

- Married with two grown-up sons
- Enjoy gardening, DIY, gigs, and theatre
- Liverpool FC member
- Retired youth football coach



## Career achievements include

### Coaching and consultancy

- Identified and won new multi-million £stg Central Government transition coaching income stream using outstanding written and oral tendering skills to win a place on the coveted HMRC CSR/CSL Frameworks and subsequently winning 70%+ of tenders
- Won numerous £1m to £10m HR transition coaching consultancy contracts against intense UK wide and global competition using excellent interpersonal, communication and negotiating skills persuasively, energetically and with determination
- Recruited and developed, from zero, a high-quality UK wide team of 160+ self-employed consultant coaches with consistently excellent end user feedback including robust assessment, development, accreditation, and quality control processes
- Successfully delivered outplacement, redeployment, transition, and coaching services to 500+ organisations across numerous sectors using strong relationship building and facilitation skills with excellent feedback and long-term re-engagement
- Grew a UK wide HR career transition consultancy business from zero to £2.0m p.a. over 2 years by personal selling and by developing a highly effective small sales and delivery team
- Delivered 5,000+ hours of one to one individual coaching and 2,000+ hours of group workshop training to executives and other client employees across 200+ organisations with consistently excellent feedback and success in achieving outcomes sought

### Change management

- Designed and implemented a resourcing and retention model for a population of 8,500 staff resulting in a cost saving of £2m+ p.a. using effective analytical and organisational skills persuasively and creatively
- Successfully managed numerous restructuring and downsizing projects across a range of public, private and third sector organisations involving up to 3,000 leavers, using good planning and leadership skills with energy and enthusiasm
- Designed and delivered a wide range of creative and effective change management programmes and workshops with consistently excellent feedback using effective presentation and organisational skills with credibility and professionalism
- Recognised expert in outplacement, redeployment, change and transition, coaching and business re-engineering including conference speaking and publication of numerous articles

### Project management

- Won an ACFI global award for outstanding effectiveness in implementing a change programme involving 9,000 employees using excellent project management and communication skills
- Successfully launched leading edge computer-based training across 700 retail branches and 2 admin centres for 14,000 staff resulting in high utilisation rates and excellent feedback
- From zero base generated a £2bn+ portfolio of low risk corporate loans to housing associations using good analytical and negotiating skills persuasively and with determination
- Designed and launched a new leading-edge financial services professional qualification and all supporting study materials within a strict 6-month deadline - a major financial and educational success

### Corporate strategy

- Made numerous measurable contributions to strategic decisions as a Plc Main Board Director on commercial, financial and HR issues and personally grew turnover for one income stream from zero to £3m+ p.a. over 3 years with tenacity and drive
- Designed and implemented Outplacement, Redeployment and Transition services for several Global Strategic Partners for their client bases with consistently excellent financial, brand enhancement and strategic results
- Devised, developed, and generated a completely new income stream in the specialist creditor insurance field from zero to £1.2m p.a. by being creative, innovative, and using excellent sales and planning skills
- Successfully completed the MBO purchase of a business for £250k and subsequently increased the market cap to circa £5m within 5 years by completely repositioning and relaunching the brand

### Commercial acumen

- Identified and secured long term multi million stg£ strategic relationship with numerous global organisations (including IBM, KPMG, CPI, and Alexander Mann Solutions) using outstanding networking and relationship building skills with focus
- Consistently generated profitable HR consulting business and exceeded targets (£4m fees personally generated over 2 years) winning numerous new contracts up to £5m, using excellent negotiating and presentation skills persuasively
- Established a highly profitable business model generating circa £9m in consultancy fee income over three years with an average EBITDA of 20% using excellent financial and commercial skills with tenacity and persistence
- Sold a business with net assets of £50k for £1.3m by creating substantial goodwill value and growth potential, demonstrating credibility, and using excellent negotiating and "closing the sale" skills
- HR consultant on a major organisation wide business process redesign project team with responsibility for the people issues resulting in £3m+ p.a. business benefits involving 1,600 leavers and 7,500 stayers
- Set up complex new legal and accounting structures in the property market resulting in a £1bn+ residential portfolio and developed innovative new financial instruments and personally approved loans up to £2m

### HR generalist

- Managed, developed, motivated and restructured HR teams of up to 30 including design and delivery of a full range of HR services to business units with consistently excellent feedback from employees and line management
- Managed numerous projects successfully related to recruitment, development, retention, and dismissal of staff including negotiation with unions and external bodies, and consistently met or exceeded KPIs
- Reduced a £6M p.a. HR budget spend by 50% by cost-effectively centralising several HR functions over a one-year period and in the process measurably improving HR service levels to business units and value for money
- Recommended and implemented a new training and education policy which re-targeted and reduced spend by 30% to circa £1m without reducing the effectiveness or achievement of key outcomes