

# Julie Brookes

## Northern Business Advisers

3 Barley Green

Barley

Burnley BB12 9JU

All Postcodes in Yorkshire covered (50 mins from Leeds city centre, 30 mins from West Yorkshire)

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## Profile

An extremely capable business leader with a wealth of General Management, Sales, Marketing and Operational experience within many different sectors. She has a proven track record of developing “new business” opportunities from a start up position, together with supporting businesses at each stage of their development. Excellent general management skills developed following years of sales leadership within Tier 1 software organisations, superb business acumen, and an ability to “make things happen”.

Initially extensively sales trained over my 7 year career with Xerox who are still recognised as one the best sales training organizations in the world, I went on to manage sales teams for large organisations such as Computer Associates and LogicaCMG. I have been the General Manager of a software and services business, a subsidiary of a PLC, which I took from a start up position to delivering £6.2m in less than 3 years with responsibility for all areas of the business. I have also been involved in building sales and marketing teams, developing and taking propositions to market from a start up position within other software and technology companies.

I have undertaken a number of consulting roles in a variety of different businesses.

Industry sectors worked in – vast, but specialist knowledge in retail/CPG; automotive; leisure; mobile telecoms; aerospace and defence; public sector, local and central government, higher education;

All aspects of IT/technology – established software and new developing products; professional services, consultancy, integration and delivery; hosted and IT outsourced services.

Product sectors – Oracle ERP, CRM - SAP – secure e collaboration software applications – database; mainframe; client server systems management software & services.

# Geoff Brown

**Company Name: GB Management Solutions Limited**

**Address:** 2 Park View  
Sedgefield  
Stockton on Tees  
TS21 2BU

**Tel: 01740 623 455**

**Mobile: 07876 357 520**

**E-Mail: [geoff.brown@gbms.co.uk](mailto:geoff.brown@gbms.co.uk)**

## **Qualifications:**

B.A. Degree - Social Sciences & Economics

L.L.M – Law of Employment Relations Management Services Certificate  
Management Services Diploma

British Psychological Society Level A and Part B

Cert in Psychometric Testing & Personality Profiling.

## **Profile:**

An experienced Corporate/Strategic Director in the public and private sectors, with a professional background in Human Resource Management and Development. Experience of successfully developing and managing a highly regarded, added value HR Services. Highly regarded strategic thinker, with a demonstrable track record of successful service delivery, effective change management skills, organisational development and performance management experience, a sound knowledge of employment law and experience of the key HR issues facing employers.

A comprehensive knowledge and understanding of the management of large and complex organisations and HR services, as well as SME companies. This includes an extensive track record of successful change management, including the establishment of new organisations, large scale re-structuring and the development of the associated management principles and standards.

## **Specialist Skills:**

Corporate and Strategic Management; Strategic and Operational HR Services; Employment Law and Employee Relations; Change Management; Re-Structuring and handling redundancies and TUPE; Performance Management; Coaching & Mentoring; Corporate Governance; Partnership Development and Working.

## **Services:**

Business advice and HR consultancy support to the public, private and not-for-profit sectors.

Human Resource Management and Development:

- 1 Business start up support
- 2 Development of HR Strategies, policies and practices.
- 3 Recruitment & selection, including Executive Recruitment,
- 4 Design and delivery of Assessment Centres, Psychometric Testing and Personality Profiling.
- 5 Contracts of Employment.
- 6 Employment Law and advice (including help line service) on terms and conditions of employment, advice on grievance, discipline and capability issues and procedures.
- 7 Employment Tribunal advice and representation
- 8 Independent investigation of grievance, discipline and capability cases.
- 9 Training of Managers on handling of grievance, capability and disciplinary matters, including dismissal.
- 10 Industrial and employee relations processes
- 11 Equal Opportunities - development of strategic framework, policies and codes of practice, including monitoring processes.
- 12 Health and safety - strategy, policies and procedures, risk assessment framework and IOSH Managing Safely Training
- 13 Training & Development - Organisation, management and supervisory development
- 14 Investors in People support
- 15 Performance Management

# Alan Butterworth

Scrayingham, York, YO41 1JD

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My experience is based on a wide knowledge of the FMCG industry, the operations of its suppliers and the relevant supply chains. I understand how fast paced operations operate and just how business can improve tight margins. Short lead-times and shelf-lives mean it is an industry where Just In Time manufacturing goes far beyond what is considered World Class. These skills and knowledge can be passed on to most businesses. I understand their challenges, “speak the same language” and can offer cost effective interventions.

I have management expertise based on direct experience that covers most of the key areas relevant to industry including:

- a) Business Strategy
- b) New Product Development, Marketing and Innovation
- c) Manufacturing Techniques
- d) Process Optimisation
- e) Food quality, Food Hygiene, HACCP and Food Legislation
- f) Supply chain management
- g) Supplier quality assurance
- h) Commercial Purchasing and Expediting
- i) Warehousing and Distribution
- j) Sales and Order Processing
- k) Planning and Capacity Management
- l) IT Systems and Implementations

I developed a strategy for the improvement in value and cost of supply across a business of 28 factories, working with all functions including marketing. In them I worked on cost down projects to improve the competitiveness and efficiencies of the operations.

As a registered BERR Manufacturing Advisory Service specialist I am able to offer subsidised support to manufacturing businesses.

# Peter Cruikshanks,

62 Storrs Hill Road, Ossett, WF5 0DQ

07790 615120

[petercruik@iib.ws](mailto:petercruik@iib.ws)

A chartered accountant and general manager, experienced in managing and leading service organisations in B2B sectors, turnover circa £2- £3m – in engineering consultancy and legal search services. Skills developed through a career in financial and general management in small and large businesses, specialising in commercial customer relationships, business strategy and planning. Led business change projects including the use of lean systems thinking. Recent achievements:

- 1 Advised the Managing Director of £3m turnover greeting card business on changing its procurement and stock processes to reduce stock holding by about 50% through the use of “lean” process techniques. The new processes involved using customer demand to drive production rather than use traditional stock replenishment rules.
- 2 Advised the Managing Director of a £0.5m turnover software company on developing its business strategy and plans for a projected 2 year doubling of the business. The business was at a critical point in its development as it transformed from an “owner manger” to a “director plus management team” so significant time was spent on defining roles and responsibilities, levels of delegation and creating regular management reporting and control.

## **Peter Dickinson,**

Harrogate, HG3 1JR

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A commercially focused executive with extensive Business Development and all-round general Business Consultancy experience, Peter has successfully devised and delivered business strategy, which increased revenue and profit. Earlier work experience spans Middle East, Germany, America and UK, employed by large multi-nationals for 30 years. A track record of success in the technology industry, where relationships were formed that generated mutually successful business outcomes. Peter is also a member of the Manufacturing Advisory Service.

A real example of developing businesses: Role as UK Country Manager for Dutch software house on an interim basis. Objective was to open up new markets from a Client base of zero, promoting software products and services to the Financial Services sector in the UK. Three large deals closed in year one, resulting in revenue from the UK for the first time.

“Peter is always consistent, diligent and dependable and he developed new ideas to promote and enhance our Sales opportunities, whilst providing unambiguous management reports. I would have no hesitation in recommending Peter to any future employer.” David Sales – CEO.

## **Chris Godber**

Copmanthorpe,

York YO23 3TG

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### **Background Information:**

With a specialist degree in Aeronautical Engineering (Electrical & Electronics) gained while in the Royal Navy, he joined a major IT company NCR Corporation in Sales & Marketing, working mainly in the Banking and Finance Sector. He was appointed Divisional Director managing a division of 60 staff and with the acquisition of NCR by AT&T took the division into the private sector as a limited company. He accepted an offer from a German organisation and sold the company in 2001, then moving into business consultancy.

### **Core Experience:**

In May 2006, he started a new company, China Business Times International Limited with partner, Jianzhong Xia, helping businesses in UK to trade with Chinese companies or start manufacturing in China. With offices in York, Macclesfield (UK) & Beijing (China) the company can arrange for visits to industries and facilitate meetings with interpreters (Mandarin/English) at high level. Also we help companies to understand the vast differences in culture and trade between UK and China.

Also he has become experienced in Sale of Hotels & New Developments in Europe particularly the Balkan States (Croatia & Montenegro) in Eastern Europe.

Experienced in the introduction of new energy saving electrical products, expanding turnover, revenues and improving profit margins within electrical and electronic companies.

## **Phil Guest**

Appleby-in-Westmorland

Cumbria,

CA16 6DF

**Tel 01768 351497**

**Email: [philquest@g-businessolutions.co.uk](mailto:philquest@g-businessolutions.co.uk)**

Phil lives in Cumbria and works throughout the Northwest and Northeast. He has extensive experience within the pharmaceutical sector with a number of clients. Having started in sales, Phil gained valuable experience in training, management, commercial and operations, before setting up a business in 2000 to provide core skills back to this sector and others.

In 2006 Phil set up G-Business Solutions Ltd to allow for a family move back up north. The core business is consultancy, business planning, business and communication tools to improve company's efficiency, and incentives.

Phil can be described as an analytical communicator!

## **Stephen Hare:**

ICAN Finance  
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Dedicated totally independent Commercial Finance Broker.

Established since 1991, and working nationally as well across the region, we have a wealth of experience in financing and refinancing businesses to face the challenges that are before them. This can range from the simple purchase of an asset or property through to a total financial restructure to provide the business with the additional funding they need.

ICAN Finance has a lot of experience working with banks and other lenders. This ranges from assisting with refinancing clients that the banks can no longer support through to assisting in winning new business by sourcing additional funding in those cases where we can plug a gap in the bank's funding package.

Having traded through the last two recessions, ICAN Finance is particularly experienced at assisting businesses that have cashflow problems. For example, we work closely with over 30 different factoring companies, so we can generally get the right deal for the client, even in difficult factoring scenarios. Most importantly, we do this with independent lenders so that the banking relationship is not threatened.

Finally, we work entirely on a no win no fee basis with all of our clients; so it doesn't cost the client anything to find out what we can do for them. We are also members of the National Association of Commercial Finance Brokers (NACFB – Barclays are Patrons!) and work to their nationally recognised code of practise.

# Nick Holmes

**Location:**

The Knoll  
Boroughbridge Road  
York YO26 6QB  
07792 272406

**Core Experience:**

Assisting companies plan and then successfully execute significant reorganisation or restructuring, for example, to realise the benefits resulting from a merger / acquisition or to improve quality / reduce costs of existing operations.

Key skills include:

- Planning the programme of work ensuring clear objectives are set, accountabilities are clear, comprehensive plans are in place, and progress is accurately monitored (including the delivery of planned benefits)
- Identifying and managing the input from specialists needed to complete specific tasks eg sales and marketing, HR, finance
- Applying personal expertise and experience, particularly in the areas of Customer Services and Information Technology

**Name: Abigail Levin**

**Location:** Leeds LS16

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**Areas covered:** Yorkshire

Recognized as a leading Manufacturing Advisory Specialist (MAS) accredited by BERR, Abigail is well known amongst SMEs in Yorkshire for her ability to help them make significant improvements to their businesses. Combining years of hands-on experience at ICI and Astra Zeneca with extensive consulting skills, gained at Accenture and Arthur D Little, Abigail is able to help clients with everything from Lean Manufacturing to future strategy.

Abigail is a Chartered Engineer and has an MBA from Durham University. She spent 11 years as an engineer with ICI / Astra Zeneca / Marlow Foods, three years with Accenture and nine years running her own company. She is accredited as a lead MAS specialist enabling her to access grant support for manufacturing businesses, including free manufacturing reviews.

Abigail has extensive experience in project management, research, manufacturing, new technology, capital and revenue assets and business appraisals in a range of situations including startups, business expansions and the development of established businesses.

# Martin Miles

Martin G Miles Ltd.  
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Martin specialises in business advice and coaching Management Teams---leading them towards fulfilling their vision. He gained his experience in the Corporate World as a Senior Manager with J Sainsbury and a Director with Holland & Barrett until being headhunted into an International Drug Wholesaling Company as MD. He now uses his coaching and NLP Practitioner skills to develop others. He is trained as a business advisor working closely with local businesses to provide business advice and support.

## **Mini Profile:**

A qualified coach, trainer and business advisor, accredited by The Coaching Academy and The Institute for Independent Business, IIB. Previously a Director with an AIM listed Company; Martin now provides leadership training and coaching for both Corporate and SMEs.

## **Areas of Expertise:**

Management Development and behavioural skills, see [www.gluetogether.com](http://www.gluetogether.com) Business skills training through the Surestart initiative covering all business advice, from setting objectives and strategy, financial and marketing awareness, team and leadership skills and client and staff relationship management. Coaching, Performance Management,. Management Development, behavioural skills

## **Training & Consultancy Experience:**

Martin has converted his senior and wide ranging corporate experience into providing business advice, leadership training and one to one coaching. He is enthusiastic and thought provoking and consistently challenges others to achieve greater results. His own personal development and interest in what makes himself and others tick has led him to develop a unique approach to the coaching and development of others. Martin is also an NLP Practitioner.

## **Rollout Programmes/Projects:**

Surestart , Business Training. The bigword, one to one coaching of the senior management team. HSBC, Performance Management, Centrica, Leadership development

## **Testimonials:**

“brilliantly thought provoking”

“I felt really challenged by Martin and felt he had great insight”

“An interesting approach – stimulating and supportive”

# Steve Morgan

SWM Solutions Ltd  
Pontefract  
WF8 2RR  
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07714 411010

My background is in the construction and integration of Mobile Telecommunication Infrastructure across the UK.

I have a certificate of company direction from the Institute of Directors (Cert IoD) and I currently sit on the West Yorkshire IoD committee. I am an Accredited Associate of the Institute of Independent Business (AIInstIB) and a regional IIB/ NBA committee member. I am an external business mentor with Leeds University Applied Ethics Department working with final year students to facilitate their ethics project from concept through to presentation and I also sit on the steering committee. I am a volunteer business mentor for Growing Routes which is Yorkshire forward funded farm diversity projects. I am also a volunteer mentor for schools aim higher program.

Core skills are leadership, mentoring, strategy, discipline and (non financial) business planning. I help the management team to stop and take a good look at how they are working, then, help them to adapt to meet their external influences and drivers. I currently work in both the private and 3<sup>rd</sup> sector.

Generalist skills including the following: Understanding the customer, staff alignment, operational management, organisational change, service delivery, resource planning, project start up, project management (Prince2), project quality, health and safety and general management of business units.

# Paul Peacock

Boroughbridge, North Yorkshire

Tel: 01423 321492

Paul's business career began when he established a corporate/commercial finance brokerage in 1990. The company specialised primarily in development funding for individual and mixed-use schemes, but also assisted in meeting the various funding requirements of SMEs. The company was the first in the UK to use the Ecu (now Euro) as a commercial means of borrowing which benefited many clients with revenue streams from Europe. During this period, the company also became retained broker to Tarmac Construction Regions and Norweb for whom they developed modular finance.

Paul then became the Group Operations Director of a major hotel franchise. However, his role included the delivery of development and long-term finance; land acquisition; overseeing contractor negotiations and build schedules; fit-out; H&S; risk assessments; staff recruitment and training, including contracts of employment, employee handbooks and codes of conduct; sales and marketing; budgets and financial management; and the on-going operation of the hotels.

He then joined a company that had developed an internet portal for rural communities. Although recruited as Head of International, he change managed the UK operations and became COO. Simultaneously, he successfully promoted and sold the system to the government of Slovakia and then introduced it into Russia and China.

Prior to his business career, Paul was a wing commander in the RAF Administrative Branch. During his military career, he filled appointments with responsibility for finance, HR, global audit and anti-terrorism measures. He also served as Military Assistant to the 2 most senior operational commanders in the RAF and completed his service as MA to the Commander British Forces at the outset of the Gulf War (Desert Storm).

## Martin Scriven, FCA FIIB

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Qualifications: Fellow of The Institute of Chartered Accountants in England and Wales  
Fellow of The Institute for Independent Business

Experience: Martin has been Finance Director of a number of companies including full Stock exchange listing. He has broad experience of how companies should and should not be managed in sectors including manufacturing, printing, engineering and commercial property. Martin currently has 10 directorships as well as a number of mentoring assignments.

Specialities: All aspects of corporate finance, including:  
Company start-ups  
Financial mentoring  
Non-executive director  
Business Plans  
Company valuations  
Sales and acquisitions including MBO's  
Resolution of boardroom and shareholder disputes  
Early advice on insolvency issues

## **Phil Smith**

Morpeth, NE61 2BZ

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Phil has over twenty years experience in Marketing, Business development and Sales with shorter spells spent in General Management and Business Turnaround positions. All experience has been gained in the small to medium sized business sector working for a range of manufacturing companies from start-ups to £20m turnover.

Phil now provides general practical advice to the small to medium size business in the manufacturing / manufacturing services / distribution and Installations sector specialising in marketing, business development and sales support. The work generally involves helping clients to assess their current position and focus on key market segments. This is generally followed by development of a sales and marketing plan then ongoing advice and support to extract the most from both current and dormant customers and, if appropriate, new customers, products and markets.

Phil also retains an interest in the people, team and organisation issues, which affect company performance, and employs a range of tools to identify key issues and improve profitability.

# Ron Stather

Stokesley, TS9 5BH  
01642 710 206  
07973 953 723

## Background information:

Ron spent the first 35 years of his corporate life within the Local Government Service with a number of Authorities in the Teesside region. His background is in management accountancy & the majority of his early career was in that discipline. However the last 10 years of his Local Government Service were spent as Assistant Director of Leisure with Redcar & Cleveland BC. By the time he turned 50 & realised that he was now too old to be appointed as a Chief Officer, Ron decided that he had served the local community long enough & decided to take early retirement to further other business interests by working for himself.

Ron operates under 2 trading styles

- (a) Asset Business Services Ltd & (b) Loan Lease Finance Limited

Asset Business Services Ltd is a business advisory / consultancy service that helps small companies with the business element of running their companies. It operates with clients in both North Yorkshire & the Tees Valley area. Most small company owners tend to be very good technically in their own specialities but have no business experience. Ron bridges that gap by being able to guide them in a general direction whilst offering more specialist advice on all aspects of good financial management & control such as cash flow management, debtor control, stock control, pricing etc.

Loan Lease Finance Limited is a Commercial Finance brokerage operating nationally & advises companies on how to put financial & business plans together in order to seek funding from banks & other sources such as grants from Business Link. We also seek to source this funding for our clients.

# Nigel Wilkinson

## Core Experience:

Over 30 years experience in Senior Management in large Organisations and running own businesses. Expertise in Debt Management, Debtor Control, Debt Collection, Factoring and Discounting, COSHH, Quality Management, Quality Systems, QS9000. Successful experience with: Acquisitions & Mergers, Appraisal Systems, Business Administration, Business Development, Business Finance, Business Planning, Business Plans, Business Strategy, Cash flow Planning, Change Management, Executive Development, General Management, Management Accounts, Management Dev, MBIs and MBOs, Mergers & Acquisitions, Small Business Development, Managing Director.

Director and Expert in Debt Management for Commercial and Consumer debt. Experienced in Corporate Finance with Major Banks. Operations Director in Factoring and Discounting, Associate partner is founder member of Chartered Quality Institute and Graduate Member of Institute of Safety and Health.

## Qualifications:

University Diploma Business Studies, BA (Hons) Business Studies, Post Graduate Diploma in Management Studies, MBA, PhD Business Administration, Member of the Institute of Credit Management, Associate of the Institute of Certified Public Accountant. Accredited Associate of the Institute for Independent Business.

## Industry Sectors worked in:

Banking - Corporate Finance, Debt Management and Collection, British Standards Institution