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PROFESSIONAL PROFILE

I am a results-oriented entrepreneur, with a demonstrable history of success, achieved by a combination of ingenuity, hard work, perseverance and a capacity for developing innovative business ideas.

I've shaped many successful and growing businesses, using my visible management style to motivate and develop people. I have a proven track record of shareholder growth in value, through operating in markets where opportunities could be realised by the creation of economic change, and fundamental change in market CRM or Supply Chain.

I'm now actively seeking to apply a variety of strategic and commercial skills in a non-executive director and/or investing capacity. I am experienced in Retail, Distribution, Media, Financial Services and Property, as well as multi-site, multi-customer and high-employing business sectors. I'm also used to operating in a global environment.

I'm particularly experienced in businesses undergoing profound change, either growth or crisis.

KEY SKILLS

Organisation Development
Strategic Leadership
Entrepreneurial
Non-Executive

Business & Finance Acumen
Strategic Deployment
Multi Sector Experience
Mentoring

Change Management
Creativity & Collaboration
Relationship Building
Motivating & Inspiring

CAREER HIGHLIGHTS

Cobalt Developments – Founder & CEO

2003 - present

Cobalt Developments is an active property development company in both the UK and formerly for residential property in Charleston, South Carolina as well as managing the reactivation of a disused marble quarry in Florence, Alabama, in the USA.

- Commercial and residential property development in the UK and the USA (Charleston, South Carolina and Florence, Alabama)
- The UK operation is the development of greenfield sites, building warehouses and office units; sale and leaseback of property for management buyouts or for companies that wish to re-finance, refurbishment and sale of rundown industrial estates, concentrating mainly on commercial property in the UK.
- The US operation involved two areas of activity: Firstly, a housing development in South Carolina, where the company built over 50 homes in Charleston. Secondly the seed corn development of a disused marble quarry in Florence, Alabama.
- Currently investing in further “distressed” UK opportunities and developing, refurbishing and selling property where opportunities exist. Also managing existing rent role. A proven formula and team exist for acquisition, development and sale of the sites.

Finelist Group plc – Founder & CEO

1989 – 2000

Finelist was the holding company for the fastest growing national distributor in the automotive aftermarket in the UK.

The Group comprised of thirteen subsidiary operating companies organised into three divisions: retail, distribution and marketing, each with their own operating board which led to the reshaping of the automotive aftermarket, through organic and acquisitive activity changing its entire landscape.

- Grew turnover from £10m to £482m & profits from £100k to £32m to become the number one company in the UK parts aftermarket.
- Employees increased from 150 to over 8,000.
- Number of sites grew from 25 to 800.
- Company expansion based on organic growth, mergers and acquisitions with emphasis on training skills & development of the workforce.
- Completed over 60 acquisitions with employee headcounts in newly acquired businesses ranging from 20 to 2,000.
- Traded well-known brands such as Motorworld (400 car accessory shops).
- Obtained a successful London Stock Market listing in 1994.
- Each pound invested in 1991 was worth £288 at the time of the sale.

Media Square – Founder & Non-Executive Chairman

2000 - 2003

A full-service media and marketing group, offering a then new concept for off-line and on-line communications. Able to devise marketing campaigns, which can be delivered using electronic or conventional media.

- Obtained an AIM listing in 2000.
- On exit, achieved £10 for each pound invested at the company's formation.
- Secured £1m contract with BT for both their intranet & extranet partner IT program.
- Responsible for creation and design of the Argos catalogue.
- Created communications process for M&S graduate recruitment programme.
- Other major customers included: KPMG, Jaguar, Railtrack, NEC Group & AXA Sun Life
- Acquired Equanim, providing strategic marketing communications consultancy & marketing services support for £1.2m in 2001.

Springboard Ventures plc – Founder & Non-Executive Director

1998 – 1999

AIM-listed company, providing opportunities for potential entrepreneurs as well as supporting management buyouts for proven management teams at the earliest stages in the development of their new business ideas.

Springboard backed successful CEO's and management teams who had clear strategies for starting new businesses or were acquiring existing businesses in the sectors they know well. The company acted as a broker connecting individuals with organisations providing corporate finance and concentrated on technology and internet businesses.

- Expert skills in corporate finance and mentoring management teams.
- Numerous transactions successfully completed.
- Each pound invested in 1998 realised £25 on exit.
- Instrumental in laying out initial strategy.
- Market capitalisation increased from £5m to £40m.
- Used experience to develop links with wider industry.
- Many successful projects supported, including:
 - Business -Health
 - Crazy George's
 - Directorbank
 - Zero Waste

Numerous Entrepreneurial Ventures

1994 – Present

Built and sold many small privately held businesses in a variety of sectors, including designer menswear, jute import, the manufacture of disposable bags, and also having involvement and investment in various social enterprise ventures.

SOCIAL CARE & RESPONSIBILITY

PUBLIC SERVICE

Learning + Skills Council, Hereford and Worcestershire - Chairman

The organisation was a government organisation responsible for funding and planning education and training for people over 16 years of age. Aims were to raise participation and attainment through high-quality education and training and putting learners first. The Council employed 84 people, with an annual budget of over £100m.

NHS Worcestershire Trust - Non-Executive

NHS Trust with 6000 employees, £600m budget and operating over three hospitals and other outpost treatment centres.

BOARD MEMBERSHIPS

West Midlands Industrial Development Board - Member

Sponsored by Advantage West Midlands with an annual budget of £100m. This board was accountable for matched investment into companies in regeneration areas, who could show that this investment would lead to additional job creation.

Department of Trade & Industry Working Group - Member

Working group whose remit was 'examining the increased role of the private investor in supporting smaller quoted companies and the practical approach that could be taken to attract, retain and communicate with such shareholders'.

Under the chairmanship of Lord Myners, looked to find ways of encouraging the financial community to put programmes in place, which would educate SQC managers about effective communication with The City.

Redditch United Football Club – Chairman & Investor

Transformed this semi-professional, non-league football club from the brink of liquidation and losing £80k per year into a thriving community club with stabilised and sustainable profits of around £100k per year. Achieved through investment in a new state-of-the-art 3g pitch, which enabled the development of a junior section with 900 youngsters training and using the facilities each week, the setting up of education courses with 30 full time students and other initiatives working in collaboration with local stakeholders.

Claverdon Housing Benefice - Chairman

A small housing association in Warwickshire, providing one-bedroom bungalows for 65+year-olds in need of affordable housing in the area.

CHARITIES

Young Cygnets Charity - Founder

A charity formed to support the development of gifted young musicians, from Birmingham Conservatoire to Concert Halls. The first musician helped, performed a solo concert in Carnegie Hall. Other musicians supported have had roles in orchestras and West End theatre shows.

Warwick Hospital 'Accident and Emergency Appeal' - Chairman

A £900,000 public appeal launched to supplement £820,000 received from the government's regional Accident and Emergency modernisation fund. The appeal total passed the £1m mark and enabled the local A&E unit to be built.

OTHER RELEVANT INFORMATION

AWARDS

- **University of Central England** - Honorary Doctorate
- **Variety Club of Great Britain** - Entrepreneur of Year
- **Europe's 500** - Fastest Growing European Company of the Year (Finelist)
- **British Venture Capital Association** - Venturer of the Year
- **Financial Times/PWC** - Entrepreneur of the Year
- **Nat West/Sunday Times** – Business Enterprise Award