



Meet the Team

Highly experienced consultants with extensive executive experience ...

Mike Barnato – Strategy – Leadership – Alliances – Ways of Working

- Helping directors / senior managers with strategic analysis
- Leadership support and assurance in implementing human / systems change
- Consultant, facilitator, programme manager / interim manager – as needed
- Management/consulting in six world class companies in public / private sectors
- New ways of working linked to several public sector office moves

Clients: Home Office, CPS, Cabinet Office, new agencies, Unilever, Mercer, Audit Commission

Albert Binns – Alignment – Leadership – Change – Human Resources

- Board / senior level work to align organisational and people strategies with business plans
- Turning strategy into successful implementation
- Former plc HR Director for Dixons
- Visiting lecturer at Middlesex University Business School
- Set up Hertfordshire Business Incubation Centre to help high technology companies grow

Clients: John Lewis, Dixons, Spicers, Hussmann (Europe), HP, MOD, British Gas, Balfour Beatty, Lothian Health Board, BMI Hospitals, ATS Euromaster, Employment Service, Warner Music

Dennis Ciborowski – Alignment – Organisational Development – Lean – Quality

- Specialises in on-site implementation of change and process improvement
- Value for money through improved product / service outputs and reduced operating costs
- Skilled facilitator; builds executive and x-functional teams who overcome “insoluble” problems
- Organises employee teams to implement improvements using value analysis techniques
- Applies successful industrial concepts (e.g. Lean) to improve service / public sector results

Clients: Manufacturing, Transport, Defence, Utilities, Engineering, Publishing, Financial

Mike Clargo – Alignment – Alliances – Management Processes and Systems

- International authority on systematic planning and management
- Application of leading edge design tools to transform organisational performance
- Radical approaches resulting in 100% improvements in results within a year
- Architect of Organisational QFD, our workshop based approach to internal / partner alignment
- Author of “Managing by Design: Using QFD to Transform Management Performance.”

Clients: Industrial (Siemens, Emerson), IT (Microsoft), retail (Sainsbury), food, health, R&D

Beryl Condra - Organisational Development – Change – Ways of Working

- Cultural and organisational change in central and local government as director and consultant
- Skilled group facilitator; gaining ownership of solutions to difficult problems
- Project Management: restructuring, new ways of working
- Complaints handling professional – Adjudicator at Parliamentary Ombudsman level

Clients: JobcentrePlus, Cabinet Office, Appeals Service, Defra, Housing

Steve Kerzman – Alliances – Product Development – Supply Chain – Lean – ERP

- Revenue growth, cost containment, operational effectiveness and bottom-line improvement
- Pre & post-merger acquisition and joint-venture set-up
- Transformational change, project rescue and business turn-around
- Adapting private sector practices to improve public sector performance
- Senior roles in Accenture, PwC and other blue-chip organisations in America, Europe and UK

Clients: Rolls-Royce, Kone, MOD, Gemalto, Philips, HP, Compaq, Lucent, Ericsson, P&G, Mars

Peter Lewis Jones – Leadership Coaching – Organisational Development – HR

- Senior level work to envisage change, communicate with and involve people
- Achieving results through change in behaviours, ways of working and organisation
- HR Strategy and Team Development in many companies and sectors
- Leadership strategy, management development and coaching (often uses MBTI)
- Former HR director with senior roles in UK and US companies and public sector

Clients: SMG, News International, BT, Royal Mail, NHS, Housing, Services Sector

David Owen – Management Systems – Design for Profit – Ways of Working

- Improving management processes to increase profit, reduce waste and speed response times
- Applying manufacturing principles, analysis and rigour in other sectors
- Currently helping third sector organisation with root and branch strategy review
- Extensive quality assurance and change management experience
- Originally an engineer and still applies engineering discipline

Clients: IT, Software Development, Medical Devices, Security, Transport, Third Sector

Barry Tuckwood – Programme and Project Management – Alliances

- Pragmatic approach to programme management and enabling change
- Complex programmes with many organisations, e.g. ValueBill involving councils nationwide
- Skills transfers which bring long-term sustainable benefits
- Expert on standard tools such as Prince2
- Tutor for the University of Durham Business School and Greenwich University.

Clients: Central & Local Government, Utilities, Construction, Property, Pharmaceuticals

Charles Vickers – Business Processes – Management Development – Quality

- Business process design, ISO 9000, Investors in People, Lexcel (Law Society quality standard)
- Management training in finance, quality, leadership, change and team working
- Implementation of online learning systems
- Examiner for the Certificate of Consultancy Practice awarded by the British Computer Society.
- Finance director in the UK, US and Europe

Clients: London Management Centre, Planit, Reigate & Banstead Council, Touchstone Renard

Judith Wainwright – Ways of Working – Systems – Alliances

- Change management for three large scale relocations
- Programmes – design and support to ensure they deliver change and benefits
- Organisational design and implementation
- Knowledge sharing / collaboration – e.g. led practitioner team to develop change methodology
- President of the Institute of Management Consultancy, 2003

Clients: BBC, BA, Shell, Barclays, Confidential Government, Elsevier Science