

Curriculum Vitae

Business & Management Consultant

Currently works as a management consultant for a broad range of international, national, regional, and local Parks and Recreation organizations. He has led management of change projects, undertaken interim management of parks, leisure, and environmental departments, and advised and facilitated the production of environmental strategies, training programmes, environmental impact assessments, and stakeholder consultation. During the last eight years, he has focussed on policy development, organisational strategy, performance management, training and environmental management systems, and developing environmental excellence. He has significant experience of and expertise in working at the highest level for government departments and similar organizations, nationally & internationally. He is a member of a strategic panel, a enabler & trainer and a Best Value and CPA inspecting consultant to **The Audit Commission for England and Wales**. A founder member of the **Parks and Green Spaces Forum**, he is particularly well informed about the dilemmas and issues facing parks, environmental and green space providers.

During the 80's and 90's he developed his managerial expertise studying for a Diploma in Management Studies, a Masters Degree in Management Studies and a Masters Degree in Business Administration (MBA).

At the Present time he is studying for a **Doctorate (DBA)** – strategic management, Of Parks and Greenspaces and stakeholder consultation, organizational change, and performance frameworks. He worked for various London Boroughs in the 70 and 80's and was appointed a **Chief Officer** in 1984, at the London Borough of Ealing, responsible for managing their parks, environmental and amenities department.

Recent Key Assignments

Department for Culture, Media & Sport, (DCMS) Options Review

- Review of organizational approach to the provision of services, (£13M budget)
- Grounds and Facilities contract management
- Management development
- Management of Change

London Borough

- Interim Manager, Greenspaces
- Cultural change management
- Review of organizational structure, £3.5m budget

Neighbourhoods Green

- Report on the feasibility of creating a 'Green Flag' award for Social Housing Trusts

Local Authority

- Advise and facilitate their HLF bid
- Strategic approach to Stakeholder and community engagement

London Borough

- Interim Manager, Greenspaces
- Cultural change management
- Review of organizational approach to the provision of services, (£3M budget)
- Grounds and Facilities contract management

Horticulture Week

- Series of articles on strategic management and climate change

Borough Council

- Development of a strategic approach to their 2006 entry for Green Flag awards

Open Spaces Department

- Management development
- Performance improvement programme

The Royal Botanic Gardens, Kew

- Delivery of management training for the world renown Diploma Student course
- Contract implementing and framework arrangements for ground maintenance contracts
- Developing and delivering a contract management system
- Performance improvement programme
- Management development

The Audit Commission for England and Wales

- Project Management Consultancy and team leader for the implementation of the Best Value inspection regime
- Inspection support & consultancy, Best Value & Comprehensive Performance Assessment

Office of The Deputy Prime Minister

- Consultancy support for strategic management capacity building for local government

Russia, Moscow, National Academy of Economics

- Assessment of business development proposals
- Parks management

Northern Ireland, Risk Assessment project,

- Assessment of risk in the provision of Arboriculture Services

Commission for Architecture and the Built Environment Parks and Green Spaces panel

- Member of the strategic panel
- Strategic consultant
- Trainer
- Consultancy regarding the development of the 2010 Olympic Park
- Workshop provider for their Leadership Training programme

Consultancy

- Parks, Green Space & Environment Strategies
- Recruitment of consultants
- Training of consultants
- Review of the effectiveness of Cabe Space's programme objectives

London Borough

- Contracting and Incentivised contracts advice, contracting practice

Institute of Leisure and Amenity Managers

- Consultant, Interim Manager
- Workshop consultant

Borough Council

- Interim Manager, Parks and Environment Service
- Cultural change initiative
- Management of the successful Liveability Fund bid, levered in £2.1M.

Parks Agency - Consultancy and advice

- Contract implementing and framework arrangement for major ground maintenance contracts

- Developing and delivering a risk based contract management system
- The development of a re-formatted horticultural Apprenticeship Scheme
- Training for the implementation of the performance improvement programme
- Development of procurement policy and strategy
- Management development

Risk Assessment project

- Training staff in risk assessment, Arboriculture Service

London Borough - Project Manager

- Preparation of a Parks and Environment Strategy
- Recruitment of a senior manager
- Interim management
- Management development
- Facilitating discussions between the Council, English Nature and 'Friends Group'
- Re-letting of grounds maintenance contracts

District and Parish Councils

- Management of parks services
- Management development

In 1997 he established an **Environmental & Management Consultancy**.

This enabled him to utilise his senior management expertise and experience to provide independent advice to parks organizations, nationally and internationally on a wide range of business and management Issues.

He is able to provide services in a number of skill areas, including:

Business strategy development, re-energising Parks & Greenspaces departments, development of training frameworks and programmes

- Risk assessment and management within the natural environment
- Interim management
- Stakeholder consultation and engagement
- Comprehensive Performance Assessment and Best Value assessment of Parks
- Performance management and improvement programmes
- Cultural change management
- Developing environmental management systems
- Development of multi-organisational alliance and partnering projects

- Team building

Professional Qualifications

MCFI

MIEMA

Published Papers

30 publications including: Cultural transformation, Stakeholder Management, Managing Culture, Environmental Management, Business Transformation, Learning Organisations, Learning as a Competitive Advantage, Learning as a Change agent, Sustainability and Open Space Management, Management of 'Mind Set', Developing Public Space strategies.