

Curriculum Vitae

Profile

An experienced senior manager in the public sector, with a strong track record of achievement in the Leisure and Cultural Services sector covering Arts, Events, Heritage, Libraries, Parks, Play, Sport and Tourism. Peter has worked successfully as a senior manager in a demanding local government environment and is an effective leader, change agent and corporate player. Peter has successfully led and developed a diverse range of services to deliver high quality outcomes that have attracted considerable external recognition including, Beacon Status, 'whole service' Cultural Services Inspection, IIP, Green Flag Awards and numerous awards and recognition for a range of capital and community projects.

Peter has the ability to combine innovation with strategic and practical thinking that have successfully delivered tangible outcomes. His strong analytical skills and forte for managing change alongside his strong performance and people management skills provide a solid foundation for service improvement and successful project delivery. He has a good track record of successful projects from vision to delivery.

He has considerable experience of corporate and service management at the highest level and has both transferable management and specialist skills. As an accredited Peer Assessor with the I&DeA, he has the ability to work in a very diverse range of organisations and contexts, including advisory and review roles. Peter is thorough and methodical and has an excellent track record of developing effective relationships with key stakeholders at every level.

In July 2006, Peter left local government and has since become Managing Director of First Point Management & Consultancy Limited, a company established to provide professional interim management and services to support the public, private and not for profit sector.

Specialist Skills

- Best Value
- Business Planning
- Change Management
- Community Engagement
- Contract Management
- CPA & Service Inspection Preparation
- External Funding
- Facilities Development
- Inspection Preparation
- Interim Management
- Management Options Appraisal
- Partnership Development & Working People Development
- Performance Management
- Procurement
- Project Management
- Recruitment & Selection – Technical Support
- Service Review & Improvement
- Staffing & Structure Reviews
- Stakeholder Consultation
- Transition Management
- Trust (NPDO) Service Transfers

Specialist Areas

- Change Management
- Leisure & Cultural Services
- Performance Management

Employment Record

2006 >	Managing Director	Consultancy
2005 - 2006	Head of Culture	Borough Council
2004 - 2005	Deputy Executive Director Culture & Community	Borough Council
1998 - 2004	Divisional Director	Borough Council
1991 - 1998	Parks Services Manager	Borough Council
1986 - 1991	Area Manager	Borough Council
1984 - 1986	Area Manager	Borough Council

Summary of experience

Peter has many years experience of strategic and senior level management in the public sector. He has successfully led numerous Best Value and Service Reviews both within the Cultural Services portfolio and across corporate thematic and cross cutting issues. He has driven service improvement through a set of change processes including options appraisal processes and outsourcing that have effectively re-engineered services. Peter has developed excellent people and business management skills over a number of years and has applied these consistently to the service and individual projects.

As a successful leader, Peter has demonstrated the ability to think and work at a strategic and corporate level whilst maintaining a close focus on service delivery. People and performance management skills alongside equalities and the delivery of high quality services have been a consistent theme of Peter's impressive track record. He has considerable experience of capital and programme project management and development. He was the Council's lead officer for the innovative and award winning £14m Thames Barrier Park; and successfully coordinated a large capital programme that successfully delivered new nationally recognised arts, libraries, parks and sports & leisure facilities. He has also secured significant external funding for a diverse range of projects and initiatives through Lottery Funding, NRF, SRB, Section 106 agreements and the London Development Agency.

He has demonstrated strength in the development of sustainable and effective partnerships and working relationships with influential stakeholder bodies and organisations at regional and national level such as: Audit Commission; DCMS; I&DeA; Arts Council England; Sport England; CABE Space; Royal Opera House; London Parks & Green Spaces Forum and a number of community and local organisations. He has also successfully managed and developed the lead role in devolved Local Neighbourhood Management in an extremely diverse area over a period of many years.

Peter has a comprehensive knowledge and understanding of local government and has excellent management skills that have been successfully applied in complex and unusual scenarios as well as mainstream business situations. He has an extensive track record of managing successful change and cultural change in the organisations and in which he has worked. This has included the outsourcing and transfer of services through CCT or following Best Value reviews, the re-engineering, re-structuring and service improvement of directly managed services and the development of sustainable partnerships.

Key career achievements

Consultancy

- Led the preparation of Sport & Leisure Services through an Audit Commission Inspection for a London Borough resulting in improved ratings as part of the Cultural Services bloc.
- Produced a 'leisure hub' development options analysis for a London Borough.
- Interim Management support for a London Borough.
- Delivered a Service & Performance Review for a London Borough
- Delivered Sport & Leisure Procurement Options Review for a London Borough
- Produced a Community Cohesion implementation plan for the Strategic Partnership of a large County Council
- Supported a corporate Improvement Programme, CPA preparation and Inspection for a large Metropolitan Borough Council leading on corporate cross cutting performance improvement and inspection preparation.

Borough Council

- Successfully leading and securing Lottery Funding for the Arts, Heritage, Parks and Sport.
- Successfully securing c. £10m from SRB, NRF and Section 106 for developments and activities across the cultural and leisure portfolio.
- Successful development of 3 new Parks in the borough including one of which was an award winning scheme c. £14m
- Leading the Council's partnership with the London Development Agency for the design, delivery and management of fore mentioned award winning scheme
- Forging a new partnership with the Royal Opera House, contributing to the borough's outdoor Events Programme and outreach activities.
- Successfully delivering a comprehensive and diverse Events Programme.
- Achieving significant service improvement in terms of user numbers and satisfaction in Libraries, Leisure Centres, Parks, Sport and Events.
- Successfully managing and developing the Green Street Community Forum through its transition period post SRB funding
- Achieved Beacon status for '*Culture and Sport for Hard to Reach Groups*' with an exciting and innovative approach to engagement through leisure and cultural services coupled with a ground-breaking performance management tool – demonstrating impact assessment of the programmes.

- Successfully led a project that culminated in a 'whole service' Inspection by the Audit Commission of Cultural Services that received a 'good' service with 'good prospects of improving' rating, developing a subsequent action plan towards excellence.
- Development of an innovative Impact Assessment Model across all Leisure & Cultural Services.
- Successfully leading a project across all Leisure & Cultural Services to achieve Investors in People accreditation.
- Leading an innovative corporate office re-development pilot delivering significant revenue efficiencies, increased office capacity and producing a modern office environment that includes increased flexible working practices, hot-desking, 'state of the art' ICT and improved accessibility.
- Successful implementation of an innovative 10 year partnership with a leading NPDO to refurbish, develop and manage the borough's four leisure centres including the new and award winning Leisure Centre.
- Procurement, outsourcing and management of a borough wide Parks Management and Grounds Maintenance contract.
- Successful management transfer of a c. £21m Performing Arts Centre to a Sixth Form College and development of stakeholder partnership.
- Successful management transfer of key Children's Play Development Centres to the not for profit sector.
- Successful development and relocation of a water sports centre.
- Securing funding and successful development of 3 award winning new libraries
- Leading the Council to achieve 3 Green Flag Awards for the boroughs Parks.
- Initiation of the successful Cultural Qualification & Volunteering Programme cited as best practice by the I&DeA.

Educational and Professional Qualifications

MSc Amenity Landscape Management 2000

MA in Management 1996

ILAM Certificate in Leisure Management 1990

Certificate in Management Studies (CMS) 1987

Other Regional and National Experience

Peter has served as a peer assessor for I&DeA, and also on national and regional panels/groups for: CLOA; ILAM; Royal Horticultural Society; London Parks & Green Spaces Forum; and the London and East Anglia Benchmarking Groups. He has written articles for a wide range of publications including Municipal Journal, Leisure Manager and Horticulture Week. He has been invited to speak and has chaired at a number of national and regional conferences within the leisure and cultural sector, and has been a programme advisor to ILAM and CABE Space. Peter also founded and developed the successful London Parks Benchmarking Group, chairing this body for several years.