

Mar 2021 to Present: **Lead Business Agility Consultant, Oil and Gas** – *Managing 20+ agility coaches, running large scale agility programs, consulting with SVPs and VPs on business agility.*

- Designed and managed delivery of the “Enterprise Technology Delivery Model” connecting business needs to technology solutions, leveraging “Disciplined Agile Delivery” model. Org size of 16,000 people.
- Implemented Portfolio Management resulting in 67% improvement in delivery and 34% improvement in staff morale.
- Consulting with leaders on Lean and Agile Ways of Working in an Enterprise Environment.
- Designed and built “Agile Project Management” office and training guidance.
- Managed a team of 20+ Business Agility coaches, distributed across the business supporting agility transformation.

Oct 2020 to Feb 2021: **Business Agility Consultant, Energy** – *Coach and consultant in Business Agility.*

- Ran several “Communications” and “Business Agility” workshops for 150+ employees after the merger.
- Noted feedback “The organization is buzzing”.
- Simplified the software delivery process, shaving 40% off “time to market” of delivery in smart meter function.

Sep 2019 – Oct 2020: **Head of Business Agility, Mobile** – *Head of Business Agility. Managed a team of agile coaches supporting an Agile transformation.*

- SAFe scaled-agile had been rolled out but was not working - we brought the model to life.
- Delivery throughput up 30%.
- Reduced failure demand (work caused by failures) from 54% to 25%.
- Implemented quarterly value delivery increments in the mobile technology function.

Jul 2018 – Sep 2019: **Interim Vice President of Software Engineering, Finance** – *Leadership role responsible for turning around a low performing technology team and improving delivery.*

- Worked with financial teams to restructure the finance model from funded projects to funded teams.
- Dealt with poor behaviour and low performance, increasing morale and delivery.
- Improved delivery throughput by 53%.
- Noted feedback “I don’t know how you’ve done it, but I’ve never seen this department as happy and productive”.

Dec 2017 – Jul 2018: **Training and Coaching, Energy** – *Coaching Senior Leaders*

- Coaching leaders on strategy creation, strategy activation and incremental delivery of value.
- Sustained capability within the team, measured in a “dramatic” shift in behaviours of the leader and the team.

Jan 2016 – Oct 2017: **Vice President of HR– NewVoiceMedia** – *Responsible for Corporate Communication, Global HR, Training and Learning, Fair Employee Policies (Engagement, DE&I, CSR and Wellbeing), Recruitment.*

- Reduced global recruitment process time from 70-day average to 10-day average.
- Implemented global Learning Management System and mentoring scheme.
- Managed a team of HR professionals optimizing the HR process, leading to Agile HR.
- Churn rate was 3% against an average of 15%. Employee engagement was high at 75%.

Mar 2010 – Dec 2015: **Head of Software Engineering - NewVoiceMedia** – *Responsible for managing the team, delivering products and growing capabilities.*

- Built a “frighteningly agile” team, named “UK top start-ups to watch”.
- Grew the Development team from initial startup to 150+ people across the UK and Poland, before moving to HR.
- Reduced the software release cycle from 14 months to weekly through Agile, DevOps & Test-Driven Development.
- Implemented Value Stream Mapping, 5 Whys (root cause analysis) and Kaizen.

Sept 2017 – Current: **DIRECTOR**, Cultivated Management - www.cultivatedmanagement.com

- Previous roles: iMeta Technologies Ltd, Sophos Plc, Financial Force, Research Machines.

- CIPD Level 5 HR Diploma / Teach an award-winning Communication Workshop / BSc in Media Science, Sheffield Hallam University / A-Level - English Language, Communication Studies and Russian.