



**THE PWL Leadership & Management Team**

<b>About the team</b>	<p>The PWL team has developed through a demand for greater inter-connectivity of individual disciplines and expertise in delivering high quality business development solutions.</p> <p>Bringing together like-minded individuals committed to a common path has created a strong synergy and a robust delivery capability.</p> <p>Members of the team have direct experience at all levels of the economy, from micro business, through SMEs to large corporate and all levels of local, regional and national government.</p> <p>The team members include recognised business leaders and specialists in their specific areas with successful track records</p>
<b>Team Manager</b>	<i>According to project</i>


**TEAM MEMBER PROFILES**  
**Deb Sen M.Eng MBA**

<p><b>Background</b></p> 	<p>Masters in Mechanical Engineering (4 year course) from Imperial College, London, and a Masters in Business Administration (MBA) from London Business School, specialising in Marketing.</p> <p>Worked 8 years for BICC and 6 years for BT, in various marketing posts including: product management, corporate intelligence, international business planning and global market research.</p> <p>Set up his first marketing consultancy business in 1992. Deb and the senior team grew this business to a turnover of over £1.5 million, employing over 30 people.</p> <p>Debasish then built up a Call Centre consultancy practice, initially running his own call centre, but latterly managing successful telephone based campaigns from outsourced call centres.</p>
<b>Expertise and competencies</b>	<ul style="list-style-type: none"> <li>• Marketing Plans and business plans.</li> <li>• All forms of Market research: business to business.</li> <li>• Outbound Telemarketing campaigns</li> <li>• Building Collaborations by micro and small enterprises</li> </ul>
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• EU funded programme Bidding for Gold workshops</li> <li>• Educational consultancy (Education for Enterprise CIC) and development of Small Business Ambassadors programme.</li> <li>• Making Micros Matter: Research into micro business collaboration models and developing collaborations by micro enterprises in Kent to address public sector opportunities</li> <li>• Home Based Businesses: telephone based survey of over 600 HBBs in West Kent to ascertain how ICT could improve their productivity and profitability.</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Implemented over 100 marketing campaigns with companies across many sectors : airlines, airports, commodities, banks, telecommunications, IT, office machines, medical, manufacturing,</li> </ul>


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	and others.
<b>Third sector experience</b>	<ul style="list-style-type: none"> <li>• Marketing Plan for a third sector organisation in West Kent</li> </ul>
<b>Tim Colman BSc(Hons) IIB Accredited</b>	
<b>Background</b> 	<p>Has an honours degree in engineering and has spent 30 years working in global organisations living and working both in the UK and abroad. He has had responsibility within a large corporate for the Asian-Pacific market. He has worked at Director level for the Swatch group and in 2003 established his own management consultancy. Tim is a SFEDI Ambassador.</p>
<b>Expertise and competencies</b>	<ul style="list-style-type: none"> <li>• Bid writing</li> <li>• Training courses on procurement policies and improving tendering techniques</li> <li>• Company management</li> <li>• HR policies and compliance</li> <li>• Health and safety policy and compliance</li> <li>• Motor sport</li> <li>• Manufacturing/Engineering</li> </ul>
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• Passport to Export programmes across Northern Ireland</li> <li>• The Olympic Delivery Authority</li> <li>• Business Leader's programme, Business Link Hampshire/IOW/Dorset</li> <li>• OLM programme in; needs analysis and sales management, finance, HR legislation, procurement processes and legal requirements for small business</li> <li>• EU funded programme Bidding for Gold workshops</li> <li>• Many projects working with development Agencies</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Has worked with more than 100 private sector companies on bid management and tendering activities</li> <li>• Currently a Board Member of seven companies across the world</li> </ul>

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<p><b>Third sector experience</b></p>	<ul style="list-style-type: none"> <li>• Developed and delivered a “bid-writing” programme for ACEVO (Association of Chief Executives of Voluntary Organisations)</li> <li>• Consultant to a number of Charities and Trusts on grant applications</li> <li>• Has been retained by a number of Charities to directly manage project and grant bids</li> </ul>
<p><b>Roger House BA(Hons) FRSA</b></p>	
<p><b>Background</b></p> 	<p>A graduate in design, initially worked in Germany then in the UK in architectural and interior design practices. Became Managing Director of a manufacturing company. Owned advertising agency in London; moved his creative skills towards more generic business development. Has worked with several EU companies establishing businesses in the UK, five went to multi-million pound turnover and gained international awards. Took over the management of a farm park in a public/private sector arrangement. He has significant experience in the public affairs arena through the Federation of Small Businesses, working from local to European levels. He is both a SFEDI and a LANTRA Ambassador.</p>
<p><b>Expertise and competencies</b></p>	<ul style="list-style-type: none"> <li>• Design for graphics and three dimensional work</li> <li>• Media management</li> <li>• Public relations</li> <li>• Journalism and copywriting</li> <li>• Strategic marketing planning</li> <li>• Modern media implementation</li> <li>• Public affairs and lobbying</li> <li>• Chairmanship and meeting facilitation</li> </ul>
<p><b>Public sector experience</b></p>	<ul style="list-style-type: none"> <li>• Private/Public sector commercial partnership, leisure industry</li> <li>• Member of various economic Boards and committees including the SE Economic Development Council with Minister SE England</li> <li>• Member Business Development Advisory Board with SE RDA, Business Link contract monitoring</li> <li>• Past Vice-Chairman SE Regional Assembly and chairman Economic partners</li> <li>• Chairman SE Business Forum (CBI, IoD, British Chambers, ICAEW, EEF, FSB)</li> <li>• Educational consultancy (Education for Enterprise CIC) and development of Small Business Ambassadors programme.</li> <li>• Research for key direction and implementation of funding for organisation supporting young people starting in business</li> <li>• Research and recommendation for key support programme for home based businesses</li> <li>• Research, report and recommendations to RDA for stakeholder</li> </ul>


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	<p>development activities</p> <ul style="list-style-type: none"> <li>• Member, Peer Review College; Economic &amp; Social Research Council (Non Academic Reviewer).</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Company Director of various companies for over 30 years (media, agriculture, leisure, manufacturing)</li> <li>• Marketing consultant to companies establishing in the UK (International awards)</li> <li>• Marketing and media management for small companies</li> </ul>
<b>Third sector experience</b>	<ul style="list-style-type: none"> <li>• Research and support for Voluntary (Third) Sector organisations</li> </ul>
<b>Hilda Stearn BA(Hons); PGDPM; CFCIPD, ACIPS, Accredited FACET5 user</b>	
<p><b>Background</b></p> 	<p>Hilda began her career in the private sector added to which are more than 14 years in the public sector working for a (now unitary) authority as the Training and Development Manager. Her consultancy work embraces public, private and third sector organisations. She is a SFEDI Ambassador.</p>
<b>Expertise and competencies</b>	<ul style="list-style-type: none"> <li>• A significant training &amp; development background</li> <li>• over 25 years' experience in the design of bespoke training and development solutions coupled with</li> <li>• A track record of working with teams and small businesses to maximise personal, team and business potential.</li> </ul>
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• London Centre of Excellence (Procurement) and through it over 20 public sector organisations including the Metropolitan Police, GLA and the London Boroughs of Camden, Islington, Hounslow, Lewisham, Brent, Hillingdon, Barking &amp; Dagenham and Newham.</li> <li>• LB of Haringey</li> <li>• LB of Waltham Forest</li> <li>• LB of Hackney</li> <li>• London Development Agency (LDA)</li> <li>• Office of Government Commerce (OGC)</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Amey Infrastructure Services</li> <li>• Bradley Catering Ltd</li> <li>• Copaie (consultancy)</li> </ul>

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	<ul style="list-style-type: none"> <li>• LTC Distribution Ltd</li> <li>• Deltaclub</li> <li>• CPD2 Ltd</li> <li>• Work2Work</li> <li>• Q-OPD International</li> </ul>
<b>Third sector experience</b>	<ul style="list-style-type: none"> <li>• National Council for Voluntary &amp; Community Organisations (NCVO)</li> <li>• HarCEN</li> <li>• Selby Trust</li> <li>• HAVCO</li> <li>• Carers Bucks</li> <li>• Buckinghamshire Children &amp; Young People's Trust</li> </ul>
<b>Ian Haddon MBA, IIB Accredited</b>	
<b>Background</b>	A business management professional, Ian has lived and worked around the world. With an MBA, Ian has worked at Director in a number of major corporations overseeing sales teams and business transformation programmes. He has a strong track record in business turnarounds.
<b>Expertise and competencies</b>	<ul style="list-style-type: none"> <li>• Company turn around</li> <li>• Business plans</li> <li>• Financial management</li> <li>• HR systems and legislation</li> <li>• Health and Safety legislation and implementation</li> </ul>
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• DTI, approved mentor on investigating innovative ideas programme</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Advisor on technical sales processes to a number of private companies</li> <li>• Expertise in establishing overseas manufacturing plants</li> <li>• An HR legislative compliance expert</li> </ul>
<b>Third sector experience</b>	
<b>Sue Granshaw BA(Hons); BSc (Hons); CFCIPD; MCMI; IIP Adviser &amp; Assessor</b>	
<b>Background</b>	A Human Resource professional experienced in all aspects of HR and Learning and Development Management to board level. Her experience and expertise stems from working in hi-tech electronics, manufacturing and research organisations of all sizes.

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<p><b>Expertise and competencies</b></p>	<p>An HR generalist and specialist management trainer of 35 years' experience with expertise in employment law, mediation, leadership and management development undertaking major projects requiring high levels of commercial awareness, change management and employee relations skills.</p>
<p><b>Public sector experience</b></p>	<ul style="list-style-type: none"> <li>• Office of National Statistics</li> <li>• Metropolitan Police Authority</li> <li>• Aylesbury Vale District Council</li> <li>• Welsh Assembly</li> <li>• Employment Tribunal Service</li> <li>• European Patent Office</li> <li>• Governments of St Helena and Ascension Island</li> <li>• Further Education Funding Council</li> <li>• Buckinghamshire County Council</li> <li>• Buckinghamshire Fire &amp; Rescue Service</li> <li>• Stoke Mandeville Hospital</li> <li>• West Mercia Probation Service</li> <li>• Investors in People (UK)</li> </ul>
<p><b>Private sector experience</b></p>	<ul style="list-style-type: none"> <li>• Chartered Institute of Personnel &amp; Development (CIPD)</li> <li>• Kay O'Neill Ltd (international logistics)</li> <li>• Telehouse plc</li> <li>• Silcock Dawson &amp; Partners (consultant engineering company)</li> </ul>
<p><b>Third Sector experience</b></p>	<ul style="list-style-type: none"> <li>• Carers Bucks, former Chair</li> <li>• Community Initiatives Partnership, Hounslow</li> </ul>
<p><b>Peter Lewis Jones, MA, CFCIPD, Licensed Practitioner MBTI.</b></p>	
<p><b>Background</b></p>	<p>An experienced Human Resource Manager/Director (across private &amp; public sectors) and Change Management Consultant since 1989. Clients include blue chip companies in the private sector, government departments/agencies and local authorities in not for profit organisations. Vice Chair of Watford Community Housing Trust</p>
<p><b>Expertise and</b></p>	<p>Experienced HR Director and Change Management Consultant. Registered &amp;</p>

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<b>competencies</b>	very experienced user of MBTI. Has delivered general management development programmes for directors and senior/middle managers; facilitated strategic and leadership workshops with leadership teams; coached senior executives in private and public sectors; designed team workshops; delivered governance and ethics workshops for directors and senior managers; designed and facilitated partnership workshops for NHS Directors and their PFI partners, both banks and facilities management companies.
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• DCA – Courts Service</li> <li>• National Criminal Intelligence Service (now SOCA)</li> <li>• NHS Hospital Trusts in England and Scotland</li> <li>• NHS Direct/NHS Confederation/Health Education Authority</li> <li>• General Medical Council</li> <li>• Royal Mail</li> <li>• ADAS (last privatisation in 1997 as an MBO)</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Close Asset Finance,</li> <li>• Prudential,</li> <li>• GlaxoSmithKline</li> <li>• T-Mobile,</li> <li>• Express Newspapers</li> <li>• News International,</li> <li>• General Healthcare Group &amp; Mouchel Parkman</li> </ul>
<b>Third sector experience</b>	<ul style="list-style-type: none"> <li>• Friends of the Earth</li> <li>• National Housing Federation</li> <li>• Nirex</li> <li>• Housing associations; hospices</li> </ul>
<b>Audrey Shanks, MA DMS FETC ALCM (Hons) Dip Coaching &amp; CFCIPD</b>	
<b>Background</b>	A Management Consultant specialising in leadership skills, management development, training and executive coaching. Her career background and experience provides significant professional credibility; allowing her to work with clients on major projects, from strategy design through to implementation. Audrey has worked with some major global organisations
<b>Expertise and competencies</b>	<ul style="list-style-type: none"> <li>• Leadership and skills management</li> <li>• Development training and executive coaching</li> </ul>
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• A range of Government departments &amp; agencies &amp; Local Authorities e.g. Meat Hygiene Service, Crown Prosecution Service, FE Colleges throughout the UK through the Association of Colleges; Export Credit Guarantee Department; Breckland Council</li> </ul>
<b>Private sector</b>	<ul style="list-style-type: none"> <li>• Allied Irish Bank</li> </ul>

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<p><b>experience</b></p>	<ul style="list-style-type: none"> <li>• Barclays Bank</li> <li>• Brit Insurance, Caterpillar</li> <li>• GSK, Invesco, LloydsTSB</li> <li>• Morgan Stanley</li> <li>• Motorola, NatWest</li> <li>• Orange</li> <li>• Rover</li> <li>• RBS, Scott Wilson PLC</li> <li>• Toyota</li> <li>• Vodafone</li> <li>• Zurich</li> </ul>
<p><b>Wyn Llewellyn, CFCIPD, FITOL, FBILD, MCMI, ABPI Diploma</b></p>	
<p><b>Background</b></p>	<p>With a focus around the management of change to support core business objectives, Wyn brings a dynamic set of skills to the Team which have been honed across his work within a diverse range of industries and sectors globally. Engaging people with performance is a key to his success: a ready rapport backed by a depth of knowledge ensures he is an asset to the team regardless of sector.</p>
<p><b>Expertise and competencies</b></p>	<ul style="list-style-type: none"> <li>• Non Exec Director roles</li> <li>• Organisation Development</li> <li>• Performance Improvement</li> <li>• Sales</li> <li>• Marketing</li> <li>• Strategic HR/OD</li> <li>• He was a key driver in two major DWP change programmes: 'Leadership for Change (senior managers) and Leadership for Results (operational managers).</li> </ul>
<p><b>Public sector experience</b></p>	<ul style="list-style-type: none"> <li>• Central government departments (DWP)</li> <li>• NHS</li> <li>• Local authorities (including Gwynedd Council).</li> <li>• Universities and FE Colleges</li> <li>• Housing Associations</li> <li>• Professional bodies (CIPD)</li> <li>• Adoption agencies</li> </ul>
<p><b>Private sector experience</b></p>	<ul style="list-style-type: none"> <li>• ICI</li> <li>• AstraZeneca</li> </ul>




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	<ul style="list-style-type: none"> <li>• Porvair International</li> <li>• Shell</li> <li>• United Utilities</li> <li>• Yorkshire Water</li> <li>• Banking and Finance</li> </ul>
<b>Carol Mason, MBA, Certificate in Coaching &amp; Mentoring; CFCIPD</b>	
<b>Background</b>	With Masters level qualifications Carol provides underpinning of the Team's academic credentials. She is a part-time senior lecturer at a leading provider of undergraduate and post graduate personnel management programmes.
<b>Expertise and competencies</b>	Carol offers a thorough blend of academic and practical experiences. Most recently she was Senior Lecturer in HR Management & Organisational Behaviour at Oxford Brookes University. Carol now combines this work with her consultancy activities.
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• Bucks CC (Best Value Review, Transforming Youth &amp; Community Strategy and appraisal training)</li> <li>• Aylesbury Vale Health Authority.</li> <li>• Home office: performance management programmes</li> <li>• Delivery of a range of ILM accredited programmes</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Leadership and management programmes designed and delivered at Oxford Brookes University. These courses brought Carol into contact with a diverse range of local businesses and HR practitioners and students.</li> </ul>
<b>Third sector experience</b>	<ul style="list-style-type: none"> <li>• Chair of Buckinghamshire Children &amp; Young People's Trust. This challenging role enables Carol to remain in touch with the key issues facing the Third Sector whilst offering her significant experiences to guide the Trust's work.</li> </ul>
<b>Kathleen Shaw, BA (Hons); MCIPD</b>	
<b>Background</b>	<p>A business professional with project management experience across a range of industry sectors. Versatile with proven commercial, organisational and interpersonal skills developed in UK and global businesses. Successful in setting up and implementing new infrastructures and influencing senior managers &amp; key business partners – client-focussed with excellent people skills. Achieves results through improved quality of service and cost-effective solutions.</p> <p>Currently completing a self-funded MBA programme at Bucks New University.</p>
<b>Expertise and competencies</b>	Kathleen has worked across all three business sectors and developed an in-depth understanding of the key HR issues facing each sector. She has specialised in recruitment and training and her recent studies have ensured the very latest best practice is promoted among PWL.
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>• Wexham Park NHS Trust, Radio Station Manager</li> <li>• Bucks New University, part-time lecturer</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>• Abbot Laboratories, HR Recruitment</li> </ul>

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	<ul style="list-style-type: none"> <li>• Mercer Consulting, Head of Resourcing</li> <li>• Oxford Instruments, Business Partner, HR</li> <li>• Covance Caps Ltd (medical instruments), Senior HR Associate</li> <li>• Camelot Group plc, HR Advisor on the National Lottery</li> </ul>
<b>Third Sector experience</b>	<ul style="list-style-type: none"> <li>• Housemates Services Ltd, Training Manager</li> </ul>
<b>Robert Hardy</b>	
<b>Background</b>	<p>Robert Hardy left Kent County Council in May 2010. He has held senior management roles in local government for over 20 years, ranging from urban regeneration to social care, from corporate performance to community development.</p> <p>Robert has an established track record in promoting innovation, improving organisational performance, involving residents and service users, using partnership to drive change and, in all of this, working with senior managers and politicians to challenge 'the way we do things round here'.</p> <p>He is a strategic thinker but grounded in the practical experience of service delivery: from CAA to LAA; from engagement to empowerment and from sustainable community strategies to Total Place.</p>
<b>Expertise and competencies</b>	
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Private sector experience</b>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Third Sector experience</b>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>David Seall</b>	
<p><b>Background</b></p> 	<p>A leader and coordinator of people, successful in achieving business performance by motivating others to achieve their maximum potential. A highly motivated and committed individual with significant change management ability backed up by project management experience at all levels. Extensive network of decision makers created while working in both the public and private sectors, corporate to SME, thus clearly possessing the necessary flexible and diplomatic approach to succeed with both.</p> <p>He has significant experience in manufacturing and engineering sector and has worked closely with both public and private sectors.</p> <p>Past Chief Executive of of the Engineering Employers Federation South with a wealth of experience in working across multi-disciplines in the southeast. David is a Council member of the Farnborough Aerospace Consortium, a Freeman of the City of London and a Liveryman of the Worshipful Company of World Traders.</p>
<b>Expertise and competencies</b>	
<b>Public sector experience</b>	<ul style="list-style-type: none"> <li>•</li> </ul>

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<b>Private sector experience</b>	•
<b>Third Sector experience</b>	•
<b>Andy Bush (BA Hons, IRCA ISO9002 Lead Auditor, SROI Practitioner)</b>	
<b>Background</b>	<p>Andy a former CEO of a regional charity joined the PWL team in 2010 bringing with him an extensive background from executive management roles in the public, private and more recently third sector.</p> <p>Based in the North of England, he comes with a proven business development background having spent 10 years supporting a broad range of UK and European organisations in the development of new projects, and the acquisition of new funding streams totalling €31 million. This work has included major projects in Germany, Ireland, Turkey, Italy and Portugal with a continued role as EU Projects Director of a Portuguese ICT company and as an Expert Evaluator for the EU Commission.</p> <p>A trained SROI (Social Return on Investment) Practitioner this has been a key focus of recent work looking at the social, economic and environmental impacts of project delivery and financial investment in services and how this might be used in strategic planning. Other key areas of expertise include: Bid Development UK and EU Grants; Project Management and Evaluation; Change Management; Interim Strategic Support; Contract Development and Acquisition, Development Partnerships.</p>
<b>Expertise and competencies</b>	
<b>Public sector experience</b>	•
<b>Private sector experience</b>	•
<b>Third Sector experience</b>	•
<b>David Hall MBA DipMS</b>	
	<p>Starting his career as a Mechanical Engineer David worked in the MoD and general engineering sector for many years . Following Operational Management roles, he achieved an MBA at London University and moved into business systems consultancy implementing ERP systems solutions within companies both in UK and Europe. His “change management” skills has helped companies implement major changes to their business both in terms of systems applications and process change. David describes specialises in helping SMEs achieve ISO 9001 and 14001 standards. As a BSI registered ACP consultant, he assists companies in all sectors ranging from manufacturing through to construction, retail and recruitment.</p>
<b>Expertise and competencies</b>	
<b>Public sector experience</b>	•

<b>Private sector experience</b>	•
<b>Third sector experience</b>	•
<b>Liz Holford BSc(Hons) MBA</b>	
<b>Background</b> 	<p>Liz Holford specialises in helping large public and private sector organisations to achieve social and economic sustainability in their operations, whilst ensuring value for money, through effective and innovative procurement and supply chain management - often meshing this to wider organisational activity and objectives around equality &amp; diversity, environmental sustainability and Corporate Social Responsibility (CSR).</p> <p>In the last eight years, Liz has worked with over fifty large companies, thirty five local authorities, thousands of small and medium enterprises, various departments within UK central government and key stakeholders (e.g. Chartered Institute of Purchasing and Supply, Equality and Human Rights Commission) to deliver business solutions that also achieve wider social and economic benefits. Liz has accepted invitations to present her work to audiences internationally, including global CEOs at the United Nations in New York. She is lead author of “The Handbook on Supplier Diversity in Europe”, published by Supplier Diversity Europe, CRÈME and MPG.</p> <p>Liz has a background in complex commercial programme management in the entertainment industry, producing, selling and marketing theatre productions and movies. She has an Masters in Business Administration (MBA) from the Open University and a BSc(Hons) in Biology from Imperial College of Science &amp; Technology, London, with a specialism in environmental biology.</p>
<b>Expertise and competencies</b>	
<b>Public sector experience</b>	•
<b>Private sector experience</b>	•
<b>Third sector experience</b>	•
<b>CHARLES CRITCHLEY MBCI</b>	
<b>Background</b>	<p>With an engineering background, Charles moved into the world of IT management as the challenges of Y2K approached. Working for a large multinational corporate, Charles accumulated a wealth of experience both as a consultant to the Senior Leadership Team in Europe and subsequently as a business partner within the Global IT function.</p> <p>His experience spans IT solution delivery and support, change program management and business process engineering across the supply chain.</p> <p>Charles achieved his MBCI in 2006, and is a member of the BSI’s prestigious Accredited Consultant Program (ACP). Since establishing the methodology which has successfully helped clients achieve Business Continuity Standard BS25999 accreditation, Charles has continued to develop further management systems including ISO 27001.</p>

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<b>Expertise and competencies</b>	
<b>Public sector experience</b>	•
<b>Private sector experience</b>	•
<b>Third sector experience</b>	•
<b>JULIE THOMSON</b>	
<b>Background</b>	<p>Julie started her career in retail management and as a 'people person' Julie works closely with our customers to ensure that we deliver tailored and effective business continuity solutions that they highly value.</p> <p>She moved from retail to a number of senior roles in an international consumer goods corporation, including sales, marketing, customer management and finance positions. Here she gained first hand experience of managing large scale changes, which impacted heavily in the areas of supply chain, finance and HR. The experience and insights she gained in these projects led her to specialise in the area of risk and crisis management, and working in business continuity planning became the natural next step.</p>
<b>Expertise and competencies</b>	
<b>Public sector experience</b>	•
<b>Private sector experience</b>	•
<b>Third sector experience</b>	•
<b>NERIS GALLO MBI</b>	
<b>Background</b> 	<p>Neris specialises in assisting businesses write effective bids advising on the structure and format. She brings with her a very interesting background as a Lithuanian and fluent Russian speaker. Her business experience is built up through logistics and customer service coordination in a major Lithuanian food manufacturer and then in the UK as a business analyst for GlaxoSmithKline in London and more recently working for McNeil Ltd, a Johnson and Johnson company. Her roles have brought together marketing, research and analysis and the full spectrum of business promotion.</p>
<b>Expertise and competencies</b>	
<b>Public sector experience</b>	•
<b>Private sector</b>	•

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experience	
Third sector experience	•
<b>Background</b>	
Expertise and competencies	
Public sector experience	•
Private sector experience	•
Third sector experience	•
<b>JONATHAN SHAW</b>	
Background	
Expertise and competencies	
Public sector experience	•
Private sector experience	•
Third sector experience	•
<b>BARNABY WYNTER</b>	

**RELEVANT FRAMEWORK AGREEMENTS**

PWL is linked to the following Framework Agreements:

- London Development Agency Organisational Development & Learning Framework
- Greater London Authority Learning & Organisational Development Framework
- Kent County Council Training Services Framework

- Supplier to Business Link