

**MANAGING DIRECTOR £1.2 M , Contract Manufacturing Chemicals**

**Ability to integrate into the client company**

Working with VC investors the interim rapidly engaged with all to change the culture from a lifestyle business to a more professionally structured / managed company , and implemented a change programme for the entire company, resulting in an empowerment and rejuvenation of the entire company.

**Impact on business/bottom line**

Reduced working capital, sold off dead stock, identified need for new customers and market sectors and customers , to balance out the seasonality of the existing agrochemicals business. Succeeded in doubling customers within 12 months and moving into new market sectors. Successfully managed company through severe cash flow problems following 9-11, as major export markets were in the Middle East.

**Overall contribution/Achievement of objectives**

His calmness under pressure, and ability to think laterally resulted not only in cost effective diversification into new technologies and sectors, but dealt with the unexpected loss and replacement of key individuals within the team ,without detriment to the business

**Working Style**

An open, empathetic style with regular communication to all, and the encouragement of thought and expression from individuals resulted in transformation of firstly individuals and then the performance of the team.

**Leadership/ People Management Skills**

Has an ability to communicate at all levels from shop floor to board room. His passion for the business and the people in it ,resulted in them going that extra yard for him .

**Any other comments about the Interim Manager**

Were impressed by the momentum he was able to generate not only through his own work but also the importance he placed on the motivation and release of the potential within individuals within the company.

MD\_SME\_Contract\_Chemical\_manufacturer\_st2b