

## Programme and Project Director (UK National B2B Electrical Wholesaler - £1b turnover)

### **Ability to integrate into the client company**

Employed by global electrical wholesaler to develop and manage the 300 trading location UK turnaround strategy. This involved total business transformation and change management programme development including selecting and mentoring new operating board appointments, restructuring the business infrastructure and creating deliverable action plans to focus on the key ROIC levels needed to return the company to profit.

### **Impact on the business / bottom line**

The company returned to profit from its lowest ebb of annual losses exceeding £120m and is now securely returned to a positive profit return annually across all divisions.

### **Overall contribution / achievement of objectives**

Total operating costs were reduced by in excess of £20m annually. Overall year on year sales growth achieved whilst trading locations were rationalized across the group reducing the company footprint. Organic growth showed significantly improvements with gross margins increasing by over 10%.

### **Working style**

Various styles employed based on the immediate need at hand within each project undertaken. A collaborative style was vital in the turnaround of the company performance management culture and this ensured that good employees were retained during the most critical and sensitive aspects of the change programme.

### **Leadership / people management skills**

Charged with managing all critical communications during the business transformation and this was due to the empathetic but direct style of management, mentoring and leadership applied throughout the contract.

### **Any other comments about the interim manager**

Board Directors at both 'C' and 'O' level acknowledged that The Interim made "...a profoundly positive impact on the business" and that the project management skills applied during the process of saving the company were "...pivotal in turning the business at pace". The success that was achieved continually throughout the process secured a long term relationship with the company and influenced worldwide business improvement developments for the group.

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