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Career Summary (Last 10 years of detail provided in accompanying document.)

‘14 (July) – (present) ***Spark! Business Coaching & Rescues (and Entacore Electronics)***

‘13 (June) – ‘14 (Sept) ***Mutual & Federal – Head of Group Schemes Business Rescue Johannesburg***

I assumed responsibility for the Group Schemes Business, which has had 5 straight years of underwriting losses on revenues over ZAR 800 million. I had full ownership of the income statement, and addressed structural, process, product and management issues across the entire Value Chain. This first phase is complete with the business on track to breakeven this year.

‘11 (May) – ‘13 (June) ***Mutual & Federal – Executive GM of Strategic Change .Johannesburg***

I co-ordinated the strategic change of the overall business, with focus on the creation and embedding of execution capabilities and disciplines, with new governance structures and processes aligned to benefits realisation.

‘08 (June) – ‘11 (May) ***Barclays/ABSA – Small Business Chief Operating Office Johannesburg***

I was given the opportunity to own the new business operations after being part of the team that successfully implemented its new turnaround operating model. I continued refining the operating model. This business unit continued to be one of the top performers in Barclays/ABSA, with RoEC in excess of 30%

‘07 (May) – ‘08(June) **Barclays/ABSA – Head of Change and Systems - Small Business Banking Johannesburg**

This was multi-faceted role in the turnaround team, requiring strategic thinking and practical implementation. I drove the programme management and was business owner of all systems and projects related to Small Business banking including the Operating Model design, Org Design, Capacity Planning, Segmentation, Balanced Scorecard automation, Portfolio Management, Process Re-engineering, Sales Force Management, New Product Implementation, etc.

‘06 (Jan) – 07 (May) **Founder of Talaria Health Risk Management Start-up - Cape Town,**

This is hardly the highlight of my career, as I tried creating a business from scratch with my own resources. This was a bold but failed attempt at corporate health risk management. It was a tough, humbling but very worthwhile learning experience.

‘05 (Feb) - 07 (April) **IRM Rescue Programme Manager: Old Mutual Healthcare -Contract Cape Town**

I was involved in the implementation of a new line of business focussing on risk management. This initiative was a strategic response to rising health care costs, the burden of new legislation (PMBs, CDL, and ICD10 ding). Great shareholder pressure and the poor income statement created severe pressures, but we succeeded.

‘03 (Nov) – ‘04 (Oct) **Outsourcing Programme Manager: Ford & Visteon – Contract Köln, Germany**

This was a major outsourcing and re-engineering programme across 5 countries. Ford spun off their multi billion a year assembly business, Visteon, as an independent entity. The new business model was driven by cost reduction and my responsibility was the programme management of the negotiation and implementation of outsourcing of the HR, Time Keeping and Payroll systems across 5 countries, all integrated to the new ERP systems. Integration testing, planning, execution and management were my responsibility.

‘03 (Sept-Nov) **Process Re-engineer: ING Barings Treasury Analysis – Contract The Hague, Holland**

This was a forensic and Business Process Re-Engineering project within the Treasury department. My remit was to analyse the existing processes, and provide insight in how best to deal with various areas of wastage and revenue leakage.

‘03 (April-August) **Turn Around Engagement Manager: eBay France Contract Paris France**

I was the Strategy Programme Manager here reporting directly to the Country Managing Director, with the Head of Marketing, Finance, IT, Product and Categories reporting to me. We had to develop a clear, convincing strategy for presentation to the eBay CEO, Meg Whitman, whose requirement was for the newly acquired French business to assume the position of growth that the UK and Germany had previously provided. I was offered a position with eBay in Milan thereafter and Ms. Whitman stated that this had been the best strategy and implementation plan that she had seen in 5 years.

02 (Jan-Nov)

ALTRAN Corporate Development and Strategy Paris, France

I was responsible for growing the business inorganically through Anglophone acquisitions. I owned each acquisition and was accountable for the entire deal including the sourcing, negotiating, due diligence, valuation, legal contracting required for each of these.

‘99-‘01

Accenture Manager London, Washington, Stavanger (Norway)

‘97-‘99

Accenture Consultant New York, Paris, Frankfurt

‘95-‘97

Accenture Analyst Cape Town, Johannesburg

‘93-‘95

Sharp Electronics Analyst – Cape Town

‘ 90-92

AMS – vacation engineering work Stellenbosch

I worked as the Lead Engineer's general lackey, and worked on two projects each of which was challenging and of a sensitive nature. The first was a control system for missile guidance; the second was on developing laser guided mortars. I did everything from entertaining clients, designing electronic systems, constructing prototypes, sourcing components, writing documentation, whatever was required.