



Certificate no. 15918

Pet&r

Personnel, Equality, Training and Recruitment

Associates

Pet&r believes in working in partnership and association with others. If we can't help you we probably know someone who can. Through us we can gain access to Business Consultancy, Health & Safety training, Engineering Consultancy, Health and Social Care experts and Marketing advice. Any associates we use work under our name and we only use people that we trust with our reputation. With a referral you can decide for yourself.

We also act as associates for Claudius Cole Consulting, Symmons Madge and CIPD In-Company Solutions.

Associate profiles

Simon Bray, BSc (Hons), PGCE- Simon is a marketing communications expert and business leader with proven experience in developing and leading multi-disciplined teams to deliver business change, process improvement and marketing results.

In his varied roles he has helped take a government agency into upper quartile performance; controlled multi-million pound budgets for private and public sector companies; introduced process controls and marketing programmes that saved a major plc over £100k a year whilst improving sales per customer by 5%; and led ground-breaking research projects that have revolutionised business planning and performance.

He has also provided leadership and mentoring support for teams involved in mergers, acquisitions, voluntary and compulsory redundancy programmes and major business change initiatives.

His professional development includes structured leadership development programmes with Grattan plc; Government accredited training in areas such as Equality, Fraud Awareness, and Business Excellence; marketing and communications via the Direct Marketing Association; and negotiation skills training with the Institute of Directors. He has studied Neuro-Linguistic Programming and Cognitive Behavioural Coaching techniques, and is currently working towards Prince2 project management certification.

In addition to his work within his own business, he has developed and delivered bespoke marketing training, business seminars and development sessions for the Direct Marketing Association, SMi International, Huddersfield University, Bradford Chamber of Commerce, Bradford School of Management, St Aidan's Church of England High School and several SMEs across Yorkshire.

Executive and non-executive roles have included board member of Yorkshire Assessment Limited; Chair of the Bradford PR Group; Board Member for the Prince's Trust (West Yorkshire); and Governor of a Further Education College.

Specific strengths include staff development and coaching; change management and process improvement; project management and strategic planning; customer and stakeholder relationship management; brand and marketing communications; and communication and presentation skills.

John Wright, LLB, LicCIPD, has been a serving member of the northern region employment tribunal circuit for 15 years. He was a solicitor with Cleveland County Council, a member of NALGO National Executive for 9 years, and UNISON's National Executive for one year. Formerly the Chief Executive of Cleveland Accredited Training Centre, he now combines consultancy with the role of National Vice-Chair of the Federation of Small Businesses.

Like Peter Hammond, he also led the Public Sector Employers Advisory Group to Tees Valley LSC, where he was co-author of the good practice guide "Equality Rules". The DTI and Fair Play at Work awarded him Employer of the Year for Work Life Balance. He was instrumental in ensuring that CATC became the first Investors in People Work Life Balance Champion outside London. In January 2004 John established and is Managing Director of Briscoe Wright Associates Ltd, a company providing training and consultancy in employment law and management systems.

Robert Whitehouse, BA, FCMI, FCIPD is a an experienced Senior Manager and HR Professional with a strong background in the modernisation of public services, now specializing in management, coaching, HR advice and training. Exceptional people skills, Established in self employed world with commitment to assisting organisations to improve performance and deliver outstanding results through their workforce.

He has lectured on Strategy and Managing Resources at degree level, provided executive coaching to a CEO of a training company, devised and facilitated an Equal Opportunities conference for Health Authority Chief Executives and advised on a Training Strategy for a railway company. He has also assessed a college for a regional EFQM Excellence Award and was a solicitor of the Supreme Court of Judicature.

Malcolm Lawson MBA. Cert. Ed. LCIPD has worked in further education and training for over 25 years. He has also been a retained fire fighter for over 20 years on a busy station. He has been working with the Investors in People Standard as a licensed adviser and assessor since 1992, and is currently an international adviser and assessor, developing the Standard in many other countries. Malcolm is also accredited to assess the national Leadership and Management model and Work Life Balance model, both accredited by Investors in People as well as a qualified consultant and assessor for Lexcel, General Quality Mark and the EFQM Excellence Model. He has undertaken assessments across many vocational sectors including commercial legal practices and legal departments within Local Authorities.

He was previously employed as the Workforce Development Manager for Tees Valley Training and Enterprise Council, and then for the Business Link in Tees Valley. For the last 7 years he has been running his own limited company providing human resource development, training and associated assessment services to a wide range of organisations of differing sizes and occupational areas, including the British Army and the RAF.

He was a member of the judging panel for the Tees Valley CIPD Best Practice in HR awards for 5 years, and the Tees Valley Business Link Best Small Business Awards, overall finalists for three years.

Ray Harrison, FCIPD, MLIA (dip)Mgt, FInstSMM has been the head of Global Operation and Service Quality Training for a large multi-national bank and finance organization as well as their head of Training, Development and Coaching.

He has significant Contact centre experience within the financial services industry and introducing and managing robust Performance development processes aligned to organisational strategy and corporate behaviours. Ray was actively involved in the implementation of a 'Cornerstone' Learning Management System and re-designing the new entrant on boarding processes.

Chris Stewart, IRRV, PMV, MICM. Chris has wide ranging knowledge of local government having worked in revenues and benefits since 1971 in both London boroughs and a District Council and, subsequently, as Head of Revenues Services at the Chartered Institute of Public Finance and Accountancy for nine years until 1997.

He is author of the CIPFA Guide to Council Tax, Tolley's Guide to the Council Tax and a contributor to Tolley's Welfare Benefits handbook and has written many articles for local government journals. He has worked with Government organisations including the Audit Commission and is well known as a lecturer and advisor on local taxation and related issues.

He is an active member and past Chairman of the East Anglian Branch of the IRRV and a member of the Institute of Value Management.

Steve Wade has a background in Sociology and is qualified in Occupational Testing at level B from the British Psychological Society. In the past he has worked as part of a team delivering a diversity training programme across the whole workforce of Royal Mail. As part of this he covered bullying and diversity issues for depot staff throughout Parcelforce.

Steve has also delivered an organisation development / management development programme based at Sheffield University, which focuses on strategising, business planning, and management skills. Steve has also worked in South Africa with Excel plc (the world's second largest logistics organisation) on a project in response to major change requirements. This covered virtual team working, corporate responsibility, and cultural diversity. He also trains instructors and coaches for the RAF.