Philip Dawson MBA

Strategy Director | Performance Improvement Consultant | Workforce Development Specialist

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**Profile**

As a Business Leader experienced in Change Management and Business Strategy in several functions for more than 25 years, I’m looking to share my expertise and knowledge with forward thinking organisations that value results, professionalism and delivery. I combine business analysis, strategic reviews and organisational planning into manageable solutions to improve performance, process and bottom line results. With extensive knowledge across multiple sectors, I am well placed to advise on and manage business transformation processes in the most cost-effective way. As a Strategy and Performance Improvement Executive I can work throughout the full organisational structure.

**Education and Accreditations**

* University of Hull, Executive MBA, majored in Strategic and Financial Management
* Alcumus – ISOQAR
* IRCA Lead Auditor
* ISO 9001 – Quality Management Systems
* ISO 14001 – Environmental Management Systems
* ISO 45001 – Occupational Health & Safety Management Systems
* ISO 27001 – Information Security Management Systems
* Salford University, ILM Executive Coaching and Mentoring Post Graduate Diploma
* Open University, Post Graduate Management Diploma
* Nottingham Trent University, Post Graduate Occupational Health, Safety and Environmental Management

**Career Overview**

Business Consultancy May 2019 – Present

Leadership & Management Consultant | Strategy & Performance Improvement Executive

Tameside College of FE Sep 2019 – Present

Non-Exec./Trustee/Board Member (including Curriculum & Standards and Audit Committees)

Northpoint Employee Ownership Trust May 2019 – Present

Chairman / Strategy Director / Internal Consultant – Oversight & Strategic Management

Northpoint Ltd 2007 – 2019

Director – Technical & Organisational Development | Equity Director

Northpoint Ltd 2004 – 2007

Director | Operations Director | Salaried Director

Key achievements in these roles include;

* Leading the Management Buy-Out team and becoming an equity shareholder of the Northpoint business. Eventually we moved the business into a Trust Fund managed for the benefit of all employees.
* I was central to the reform of the Quality Management Systems ensuring the long-term viability and eventual market domination in pipe coatings application in the UK. The pipe coating business became the financial bedrock of the business growing revenues by more than 300% in 10 years and showing a demonstrable gross margin of in excess of 60%.
* Developed a system for Objective setting and measurement of Key Results leading to alignment of business strategies and plans focused on maintenance of standards, growth in revenues and organisational knowledge. Strategies included identifying relevant skills, abilities, motivations and attitudes of workers and employees, measuring performance and targeting performance with the express goal of improving contribution or change-out as necessary.

**Key Skills**

* Strategic Leadership
* Change Management
* Business Process Restructuring
* Stakeholder Management
* Business Systems Management
* Alignment of Capital to Strategy
* Monitoring & Measurement of Performance
* Organisational Governance
* Mentoring & Coaching
* People Development | Communication
* Confident in one-to-one settings, in Board meetings or presenting to an assembled audience as a means of communicating information, either as technical detail or in a sales capacity
* MS Office – Excel, Word, Power-Point
* As an Executive Coach-Mentor I plan, hold meetings and feed back in one-to-one and group settings. Of interest is Northpoint’s cohort of Degree Apprentices who I sponsored through the process. I provide on-going coaching support, feedback and directed learning. Significantly all the Apprentices are Women leading Northpoint to a greater balance of Management gender equality. I also provide coaching support for the two newest full-time Directors of Northpoint Ltd both face-to-face and via tele-coaching.
* From time to time I present at or take the initiative and call Board meetings where any number of strategic and operational matters may be discussed. Presently I contribute as Chair of the Northpoint EOT, Tameside College of FE Board (and two sub-committees) and as an advisor to the Northpoint Ltd Board of Directors.
* As the internal Management Systems specialist at Northpoint Ltd and having overall responsibility for workforce learning &development, I’m confident using PowerPoint Slide Decks to deliver information, training and learning events. I support this role through purchasing and commissioning of externally provided learning and training aligned to the needs of the business.
* Similarly, I’ve presented via Skype to international audiences to demonstrate the technical advantages of using Northpoint’s products and services (particularly in demanding offshore applications and in the Mid-East & West Africa).
* Additionally, I’ve undertaken to provide guided learning support, project management and topic specific lecturing for Manchester Metropolitan University for their Post Graduate Management Program. In this case the cohorts were all recent graduates mostly in their early 20s looking to develop their management career.

**Leadership**

My Leadership style is based on alignment of strategy to operational action through focused performance management. As such once the Northpoint business was transferred to Trust status, I was appointed Chair of the Board of Trustees and will continue to serve in this Strategic Supervisory role for as long as I can add value.

**Interests**

Away from the Strategy & Performance Improvement Executive world I enjoy walking in the countryside. Living in the Peak District offers plenty of fresh air and healthy living. I also enjoy reading non-fiction.

References at your request