Philip Dawson MBA

Strategy Director | Strategy Consultant | Trainer | People Development Specialist | Systems Thinker

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**Profile**

As a Business Leader experienced in Change Management and Business Strategy in operational, quality, environmental and health & safety functions with full P & L accountability 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
* IRCA Lead Auditor – Alcumus | ISOQAR
* 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
* ILEX (Inst. Of Legal Executives) Pt. !

**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 Ltd May 2019 – Present

Retained Management Consultant / Interim QHSE Manager / Interim Sales Manager

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. In 2019 we moved the business into a Trust Fund managed for the benefit of all employees.
* I was the lead for the reform of the Quality Management Systems ensuring the long-term viability and eventual market domination in pipe coatings application in the UK. The industrial pipe & fittings 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 – Mission | Vision | Values | Behaviours
* Change Management
* Business Process Restructuring
* P & L Accountability for Business Functions
* Key Interested Party/Stakeholder Management
* Operational Business Systems Management
* Alignment of Capital to Strategy – break-even point | net present value
* Monitoring & Measurement of Performance
* Organisational Governance – Quality | Customer Experience | Environmental | Health & Safety| Information Security
* Mentoring & Coaching
* People Development | Communication
* Communications | Board Meetings | One-to-One’s | Team Meetings | Technical Sales | Workshops
* As an Executive Coach-Mentor I plan, hold meetings and feed back in one-to-one and group settings. As an example, is Northpoint’s cohort of Degree Apprentices who I sponsored and presently coach through the process. I also provide on-going 1:1 coaching support, feedback and directed learning for the two newest Northpoint Directors in both face-to-face and via tele-coaching.
* From time to time I initiate and contribute to Board meetings where organisational strategy is reviewed and agreed. Presently I contribute as Chair of the Northpoint EOT, Tameside College of FE Board (and two sub-committees) and as strategy advisor to the Northpoint Ltd Board of Directors, since Jan-2020 I act in an interim role in support of the sales function for functional coatings into the industrial pipe & fittings coatings markets.
* 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 on and offshore applications and in the Mid-East & West Africa concerning oil, gas and energy generation sectors).
* 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 hiking 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