

STUART ALLAN

High Growth Specialist, Accelerator & Mentor

PERSONAL DETAILS

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British, Married

CAPABILITIES

Business Mentoring & Development

- Creating business performance improvement and change management strategies for entrepreneurial companies.
- Enabling senior management to develop the personal attributes, competencies and qualities required at board level and meet organisation, key stakeholder and good governance demands.
- Coaching and passing on knowledge and skills to improve performance through communications exercises, consulting engagements, and leadership and management development courses.
- Enabling others to make more of a contribution by providing support, allowing them to grow, and ensuring improved personal performance will be reflected in organisational performance.
- Delivering 'hands on' training and presentations after planning, implementing, and co-ordinating work/training programmes, practices, and procedures.

Independent Advice & Consulting

- Applying a keen eye for new product development and market opportunities while focusing on continuous improvement and best practises and methodologies in both the office and factory.
- Implementing business development strategy while identifying new business opportunities, maintaining key relationships and negotiating and closing business deals.
- Overseeing and advising on all aspects of food processing plants including Product Development and improvement Risk Assessment ... Production ... Quality Control ... Quality Assurance ... Logistics ... Inventory ... R&D ... Administration ... Liaison ... Personnel and Training.
- Planning, executing and establishing facilities such as 'high care' manufacturing sites ... warehouses ... cold stores ... administrative complexes ... and interim manufacturing facilities.
- Growing sales across a wide variety of international markets in Australia ... Brazil ... Belgium ... Cyprus ... Denmark ... Holland ... Ireland ... France ... and Singapore.

Direction & Leadership

- Establishing and leading cross-functional process and product continual improvement teams across manufacturing locations to improve overall cost, quality and customer satisfaction.
- Applying a strong quality focus, exemplary planning and management skills, a flair for analysis, and a talent for leading a functional team in a matrix environment.
- Strategising manufacturing plans and capacity in accordance with business plans.
- Commercialising new products while facilitating process and manufacturing capabilities.
- Introducing significant business process changes across different sectors with a consistent track record for selling and delivering solutions while enhancing the quality of products and services to customers.
- Attracting, retaining and developing high calibre people and contacts who are committed to delivering results through individual excellence and effective teamwork.

Communication & Reporting

- Motivating and influencing confidently at board level with strong interpersonal and communications skills as well as the ability to articulate different points of view and facilitate decisions.
- Cascading down the agreed strategies to all employees and formulating individual targets and measures.
- Handling clients to manage complex situations requiring excellent negotiation and influencing skills.
- Liaising effectively with State and Central Governments, financial institutions, R&D institutions, plant and machinery manufacturers.
- Managing relationships effectively with stakeholders to maximise value to the business.

Personal

- Founding an International premium food manufacturing company and managing profitable growth for over 25 years.
 - Seeing opportunities often overlooked by others with detailed plans designed to move the organisation forward.
 - Searching for creative but practical ways to solve problems with an eye on continuous improvement.
 - Dealing adeptly with facts, figures and logic with a systematic approach to motivating others.
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EDUCATION & QUALIFICATIONS

Graduate: Actioncoach Business Academy 2013

CIEH: Advanced Food Hygiene Certificate ... **CIEH:** Advanced Health and Safety....**RIPH:** HACCP Principles Certificate

Seven City & Guilds Professional Catering Certificates, Colchester Institute, Colchester, 1985

Eight O-Levels, Philip Morant School, Colchester, 1983

CAREER HISTORY

2015 – Present

Director, Tastes of Anglia, East Anglia

A food and drink industry developer which works with business members to create a regional identity for the food and drink industry. Responsibilities include developing the food and drink industry within East Anglia on a national and international level by liaising with members to provide business support, advice and assistance.

Major Achievements:

- Grew membership by 64% through targeted digital marketing campaigns and structured, integrated plans.
- Helped expanding food companies establish themselves in national and international retailers by overseeing bespoke food manufacturing training programmes.

2014 – Present

Business Consultant, Career Transition Partnership, London

A business consultancy services provider to the Career Transition Partnership, a strategic alliance with the Ministry of Defence. Reporting to the Course Director, responsibilities include providing entrepreneurial insight in the 'Role of the Corporate Director course' designed to build senior service leaver skills and knowledge in preparation for high level management and executive positions in the corporate and not-for-profit sectors.

Major Achievements:

- Enabled potential executives, non executives and trustees to develop the personal attributes, competencies and qualities required at board level to meet the demands of the organisation, its key stakeholders and relevant international standards related to good governance.
- Created and presented bespoke training course content on a quarterly basis to 20 candidates transitioning into civilian life at a corporate level.

2013 – Present

Managing Director, ActionCOACH, Colchester

Franchise owner and managing director of the world's number one business coaching franchise, on a regional basis, operating throughout East Anglia. Responsibilities include working with emerging and established business owners to help improve their profitability, operational efficiencies, strategic development and personal business satisfaction.

Major Achievements:

- Worked with a large portfolio of expanding clients across diverse industry sectors including: food manufacturing, medical research, creative industries, accountancy, engineering, export, packaging, leisure and hospitality, retail and manufacturing.
- Created a range of bespoke SME business Growth Accelerator programmes after the demise of the government funded schemes in 2016.

2015 – 2016

Business Consultant, Manufacturing Advisory Service - South East (MAS), London and the South East

Part of the Business Growth Service, a government-backed service which was funded by the Department for Business, Innovation and Skills until 2016 to support businesses with the potential to improve and grow. Reporting to Grant Thornton, the Schemes Facilitators, responsibilities included providing free manufacturing business reviews, identifying and addressing key issues, and developing tailored action plans to plan long-term strategies, improve processes, bring new products to market and develop supply chains.

Major Achievements:

- Helped a bespoke premium joinery company escape survival mode by stabilising and restructuring their manufacturing processes to create profitability while developing new product lines for launch into commercial markets.

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2014 – 2016

Growth Accelerator, SME Business Growth Coach, UK

A business advisory service operating through the government funded Growth Accelerator scheme backed by Pera consultancy and Grant Thornton. Reporting to the Regional Director, responsibilities include advising on new innovations and methodologies, unlocking creativity and developing a more innovative culture, commercialising new products and services and strategising to create profitable sales. Coached businesses to achieve profitable high growth strategies. Also helped clients access funding opportunities to support innovation projects, including match funding for senior managers.

Major Achievements:

- Worked with 18 diverse client businesses to create three year strategic plans to facilitate profitable expansion, operational controls and focussed marketing plan implementations.

2014 – 2016

SME Business Consultant, Colbea – Colchester Business Enterprise Agency, Colchester

The Colchester Business Enterprise Agency (Colbea) is a not for profit organisation dedicated to supporting business. Reporting to the CEO, responsibilities included advising start-up and fledgling companies on key topics including access to finance ... dealing with professional services such as accountants, banks and solicitors ... registering for self-employment ... record keeping ... VAT registration ... becoming an employer ... and business development including operations and marketing. Also provided training and access to business networks and tapping into key business skills.

Major Achievements:

- Delivered over one 160 1-2-1 business advice sessions over a two year period to start-up and fledgling businesses.
- Served as primary business mentor and facilitator on the 'Small Steps Big Changes Course' for women entering business (funded by Natwest bank), a quarterly programme consisting of eight sessions per course covering all the fundamentals of starting a business.

1987 - 2013

**Founder ... Owner ... Managing Partner ... Executive Director and Shareholder
Indulgence Patisserie Ltd, Colchester, Essex**

Indulgence Patisserie specialised in a wide variety of bespoke premium desserts unique to each customer. Blue chip UK customers include Waitrose ... Sainsbury's ... Morrisons ... ALDI ... Ikea ... Greggs ...and Caffe Nero. International markets include Australia ... Brazil ... Belgium ... Cyprus ... Denmark ... Holland ... Ireland ... France ... and Singapore.

Major Achievements:

- Delivered over 10% net profits over 25 years and an average of 15% year-on-year growth.
- **2010 - 2012:** Facilitated ongoing expansion by designing, planning and gaining permission for a new £2.5m 'high care' factory while consolidating all three sites and securing a lease on a fourth property.
- **2009:** Played an instrumental role in designing and launching the Indulgence retail brand and generated international publicity by attending an International trade show at PLMA, Amsterdam for the first time. Maintained the brand's profile and launched new products by organising attendance in subsequent years.
- **2009:** Increased share value and returned a four-fold increase on shareholder funds after buying out all minority shareholders.
- **1997 – 2008:** Delivered continual profitable growth while purchasing three freehold sites for warehousing and additional production capacity. Maintained credibility with customers by illustrating continual growth plans, retention of profits, and investment in the company.
- **2007:** Generated first time national publicity by attending a trade show at IFE, Excel, London. Sustained initial momentum in subsequent years by using the platform to launch new products and enter new markets.

1986 - 1987

Chef de Partie and Patisserie – Sous Chef, Cibourne Restaurant (Michelin Star), London

1985 - 1986

Commis – Chef de Partie and Patisserie, Studley Priory Hotel (Michelin Star), Oxfordshire
