

**Synopsis:** Built his own technology business from UK start-up to 14 offices globally, with \$50m in international sales, and successful trade-sale. He has since remained a keen, active entrepreneur in his own right. Now working extensively with investors and boards, owners and entrepreneurs, specialising in supporting go-to-market and scale-up opportunities.

**Differentiators:**

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- Has grown his own business from start-up to money-making exit, remaining CEO throughout.
- Has worked extensively as both entrepreneur and as venture capital investor, understanding both.
- Acted on over 50 rounds of venture capital and other funding transactions.
- Successful entry into the US marketplace for software, reaching annual revenues of over \$30m
- Wide experience of front-line management in high-growth, high-change, and international businesses.
- Specialist board-level advice on all aspects of start-up, change, growth and exit.

**Flexiion and Osborn Partners, joint Founder:**

**2012 to present**

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Identified an opportunity to enter the market for secure, hosted IT infrastructure, and set up Flexiion with a business partner. It now has paying customers among mid-size organisations in a variety of sectors, and a growing reseller network. Osborn Partners, a sister company, delivers advisory work to senior decision-makers, where business strategy and technology strategy are interlinked.

**Professional business advisor and interim**

**2000 to present**

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Leverages expertise as entrepreneur, investor and business advisor, and targeted towards senior managers, boards and shareholders in businesses managing growth and change.

**Sectors advised:** Software • education • logistics and transport • leisure • health and safety • medical devices • financial systems • database marketing • network appliances • satellite data services • materials technology • energy • veterinary pharmaceuticals and services • software development • enterprise systems • business intelligence • telecom • technical support • digital marketing systems • recruitment • IPR commercialisation • web services • bio-degradable packaging • venture capital • consumer products.

**Stages:** start-up • initial product launch • market roll-out • business development • business planning and strategy development • re-structure • re-finance • business scale-up • international expansion and consolidation • management development • buy-in, buy-out • rescue • exit

**Roles:** mentor • executive- and non-executive director • founder • investor, fund manager • project leader • business advisor • due diligence consultant

**Projects completed:** 17 strategic review and re-positioning • 16 vc investments • 7 start-ups • 21 fund-raising • 4 rescues • 19 market strategies • 3 exit workshops • 4 management restructures • 2 wind-ups • 6 business growth plans • 31 investor due diligence reviews.

**Reveal Media, Chairman:**

**2005 to 2021**

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Joined the business in 2007 to work with the founder and management to develop the business: Led the implementation of new operational processes to improve management information and controls; Conducted a detailed strategic review; Recruited the core team. Supported the CEO/founder and team as the business grew from <£100,000 revenues, to be an international leader in a fast growing sector with annual sales of £14m.

**ComCarde, Executive Chairman:**

**2017 to 2019**

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Joined the business to work with the shareholders and Management to develop the proposition and take the business to market in the vibrant enterprise payment technology sector.

**Chord Capital, Investor:**

**2009 to 2014**

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Joined investment team, helped devise investment strategy and launch Technology Accelerator Fund. The Fund made its first investments in 2010 and is was fully invested at the beginning of 2012

**Private Family Investment Office:**

**2012 to 2013**

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Joined a small team to establish and run a family investment office for a high net worth family, and lead investment activities in private growth business opportunities.

## Variance Modelling, Founder:

2009 to 2012

Identified the opportunity, devised strategy and launched the business with co-founder; developed product specifications and prototype. The business is now awaiting market opportunities.

## Brunel University Enterprises, Commercialisation Adviser:

2005 to 2011

Retained to advise and work with the team commercialisation team: The department was closed following the restructuring of funding for higher education by Central Government.

## Journey Dynamics, Founder and Chairman:

2005 to 2010

Researched the market to identify optimum business model and positioning to maximise gain while minimising market, product and third party risks. Recruited the core team and established the business, contributing to the choice of underlying technological strategy, securing initial funding and contracts. Formed the Board of Directors and secured three rounds of funding from investors.

## Partner, Marketronic Business Strategies

1997 to 2000

Formed in 1997 to provide consulting services relating to all aspects of the use of electronic media, from the formulation of strategy through to implementation. Deployed partners' expertise, including: media • marketing • international sales development • fund raising • management of high growth • direct marketing • technology.

## Cambridge Animation Systems Limited, CEO:

1996 to 1997

Formed in 1990 to computerise the labour intensive, 2D-animation processes. Introduced to the Company by the investors and joined in May 1996. Responsible for stabilising critical situation, developing forward strategy and securing shareholder value. Largest shareholder decided to sell. Departed as CEO in April 1997.

## Personal business projects

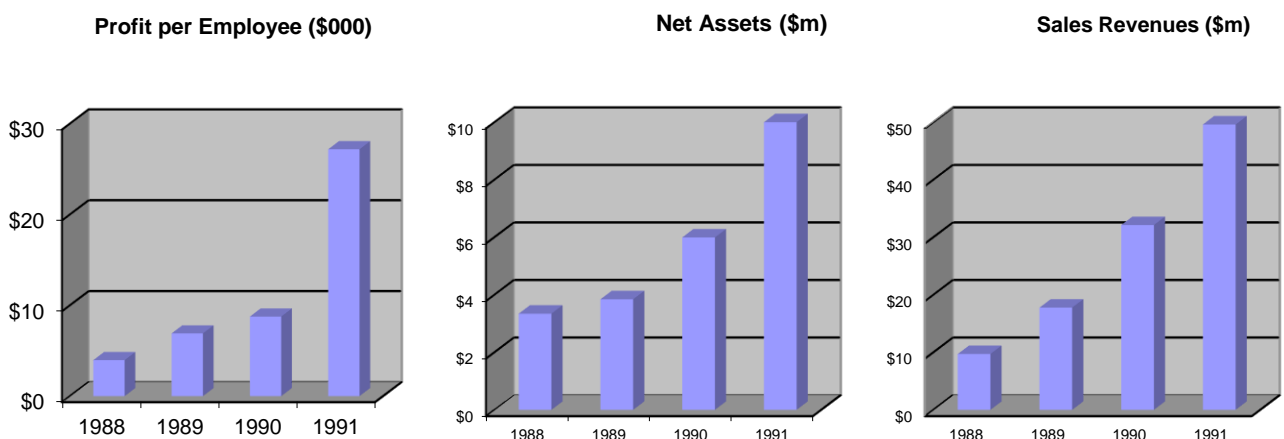
1992 to 1996

Personal studies and self-development: • technology in financial markets, including real-time trading, modelling, and data management systems • aviation including business operations and personal certification on helicopters.

## Redwood International Limited, Founder and CEO

1981 to 1992

- Formed in 1981 to develop and market business word processing systems. Took the business from sole-trader start-up, through venture capital funded growth to a successful, money-making trade sale.



- Moved product focus and activities from early microcomputers to the Unix operating system computers then favoured by business users, where no office software existed. Integrated core word processing system with spreadsheet and database functionality to produce one of the earliest comprehensive integrated office automation systems. Extended product to enable inter-operability between corporate Unix systems and PCs, as corporate users began to use the PC as a tool for information systems.
- Negotiated and closed venture capital financing: 1985: £0.5m, 1987: £1.5m, 1990: £2m.
- Continued growth and increased profitability during 1990 while seeking a corporate partner that could bring substantial increased business capacity and resources to enable the Company to maintain its dominant market leadership position as the PC market began a period of explosive growth. Redwood was bought by IMI plc in late 1991, and I departed in late 1992
- At exit: 265 employees • Offices: US:5, UK:2, Germany:2, France, Asia:3 • largest UK software products producer • \$50m annual sales • 65% of revenues from US corporate, government and military markets • 1million users • Profit per Employee exceeding \$27,000