

Marketing & Sales*John Alves*

John helps businesses to increase sales by improving the effectiveness of their sales and marketing activity. He has 30 years experience in sales and marketing management in the technology sector with 18 years at CEO/MD level in multinational companies. His skills include general management, sales, marketing and business development. John also has considerable experience of international business in Europe, North America and Asia. He has a BSc in Electrical Engineering and is a member of the IET and the IoD.

HR*Stephen Cowburn*

Stephen has 25 years in people management and HR strategy in a training consultancy, global telecommunications and professional service firms. He provides HR support to SMEs from employee documentation including handbooks and contracts, through dealing with disciplinary and unfair dismissal matters, to establishing performance management systems and coaching of key people.

Performance & Programme Management*Linda Eziquiel*

Linda holds an MBA and has a long career at senior level in the public sector including managing multi million pound economic development programmes. She has led a wide range of strategic and business reviews covering functions such as technology investment strategy and procurement efficiency. Linda specialises in performance management, helping SMEs win public sector contracts, programme management and partnership development.

Customer & Market Management*Harold Forbes*

Harold has over 25 years business experience in a wide range of company type (large corporation through start up) and location (has worked on every continent except Antarctica). The common thread has been developing and implementing sales and marketing strategy. He has particular strengths in understanding customers' needs and developing multi channel approaches to serving them cost effectively.

Turnaround*Mel Loades*

Mel has been working with SME's for over 23 years helping business turn round difficult (in some cases, almost hopeless) situations. Helped other fast growth companies avoid the pitfalls and dangers of such a strategy whilst keeping them on track to assist in achieving their goals and aims. Assisted business owners plan a successful exit or develop their business to suit their own aspirations and assisted business owners to buy back a majority share in a business which they lost during a time of distress.

Financial Solutions*Robert Petrons*

Robert has more than 25 years experience in business and commercial banking dealing with SMEs from under £100k turnover to companies in excess of £100M turnover. As well as offering a negotiating service with banks, Robert now spends his time assisting SMEs as a managing partner in a firm providing pioneering financial management through the implementation of tailored bookkeeping, payroll, year-end and other accounting solutions.

Recruitment*Derek Skinner*

Derek specialises in the recruitment of senior management and non executive directors for the SME market. Since 2001, he has built a reputation for providing an excellent personalised recruitment service at an affordable price. Using a "wise owl" approach, Derek finds non executive directors with the "right chemistry", relevant sector experience, excellent industry contacts and good access to funding. Clients looking for MBI, MBO candidates, exit strategy solutions and NEDs for start-ups or early stage companies, all believe in this "wise owl" approach. He is also a Chartered Accountant (FCA).

Accountancy and Internal Audit*Edward Tudor*

A Chartered Management Accountant (ACMA) and Internal Auditor (FIIA, MIIA) with a wealth of accounting, internal audit and systems experience. Edward has worked in a variety of business sectors, including Leasing, R & D Healthcare and NHS, Defence, Information Technology and Government. Specialist knowledge of Leasing and Hire Purchase, VAT, Management Accounting, Financial Control and Procedures. He finds the cash businesses have lost in their balance sheets and gets it back into their bank accounts.