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Specialisms:

I am a consultant, adviser and trainer offering enterprising and creative solutions in business and organisational development, performance measurement and mentoring in the social economy. My work involves helping organisations to clarify direction, identify choices and manage the implications of strategic change. Clients particularly value my integrity, person centred and whole organisation approach, together with my ability to help them become more fundable.

I have now worked as an independent Consultant, primarily in the Voluntary and Social Enterprise Sectors, for over twelve years. In 2004, I founded a new consultancy business, G&M Associates Ltd. Prior to becoming a consultant, I worked for nearly twenty years in health service management, producing major change and managing significant projects. I achieved Director level.

Most of my work involves carrying out strategic reviews, enterprise planning and organisation development, project management, management mentoring and team development, impact mapping and performance measurement, evaluation and sustainable funding planning. I am a social accountant and auditor and social return on investment practitioner.

Work undertaken outside the voluntary sector:

Very little, only when public sector's interest is the voluntary sector.

Geographical area covered:

Northern England, but increasingly operate on a national basis.

Work experience:

To date, I have worked with well over hundred different organisations covering a wide range of sizes, service types and beneficiaries, including social enterprise, community business, young people, disability, employment, health, arts, schools, conservation, heritage, Christian, bereavement, umbrella support agencies, international development and community support schemes.

Publications:

"Evaluating Quality in the Voluntary Sector- Report of a Voluntary Sector Quality Assurance Project", September 2001, NCVO.

Qualifications:

I have a Masters Degree in Business Administration, a BSc Degree in Psychology, a Diploma in NHS Management and an NVQ in Business Planning for Small Businesses.

Other information:

I am an accredited Consultant with many national and regional infrastructure support agencies including Adventure Capital Fund, Futurebuilders, Plunkett Foundation, Development Trusts Association, Business Link, NCVO, Social Firms, UK and the Co-operative College, as well as a number of sub regional social enterprise hubs. I am Vice Chair of the Social Audit Network.