

The Solution Organisation Team

The TSO team skills matrix

	Research	Presentations	Coaching	Mentoring	It systems	OGSM and Risk	Change management	Marketing & business development	Project management	HR, personnel & pensions	Sustainability, environment & CSR	Finance & accounts
Brad Bamfield	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>
Patrick Sullivan		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>		
Tamsin Fox-Davies	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Anna Kingsmill-Vellacott	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>								
Jim Barrack		<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Alexis Collins		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							<input checked="" type="checkbox"/>

Brad Bamfield MBA, FIoD

Brad is the managing director and founder of The Solution Organisation a multi-disciplinary business improvement consultancy. He was trained as a civil engineer, has an MBA, in which he gained a distinction, and is part way through his Doctorate on implementing whole life costs in organisations.

Brad has 30 years business experience and during his career he has been CEO of a number of SMEs including building, property and plant hire companies and had several periods as a senior manager in large corporate businesses. His last corporate role was Group Development Manger for BAA plc.

Brad has developed a robust corporate risk management process that, while easy to operate, exceeds the requirements of the Turnbull report which requires all publicly listed companies to ensure risks are identified and managed.

Brad has been a Fellow of the Institute of Directors for some 20 years and is very active in the Central London branch. He is the Chairman of The Whole Life Cost Forum the UK construction and property industry body responsible for whole life costs. Brad was the lead researcher and developed the standards and methodologies now used widely in the industry, he also wrote the majority of the technical articles and papers found on the WLCF web site. He is CEO of WLCF ltd the commercial arm of the WLCF.

Brad is currently CEO of Joint Equity Ltd a company that assists first time buyers to purchase their own homes and is a partner in a Non-Executive recruitment company.

Brad has provided technical and specialist support to Parliament's National Audit Office and is a founder member of the Construction Excellence Collaborative Working network.

Brad is a sought after speaker and has given many lectures and presentations including the Concrete Society, of which he was a member for 15 years, the RIBA and the National Housing Federation annual conference.

Patrick Sullivan, MIOd, Chartered FCIPD

Patrick has 33 years experience in a variety of functions at a senior level, he is a registered Investors in People advisor, an approved Business Link Consultant and Assessor of Business Advisers. He specialises in addressing issues relating to optimising the performance of their people. He personally co-ordinates the programmes and also involves himself in their delivery - particularly in the coaching of MDs & CEOs, Business Planning and in Personal & Organisational Effectiveness skills. He also was a founding Director of Online Express Parcels Ltd where the breadth and depth of his skills were essential to the initial success of the business.

In addition to serving on the Branch and Group Committees of the Chartered Institute of Personnel & Development, he takes an active part in the activities the Institute of Directors as well as of the Association of Management Education and Development and of the Turnaround Management Association.

He was Chairman of the Board of South West London Business Link, and Deputy Chairman of AZTEC - Training and Enterprise Council as well as being on the Board of the Merton Chamber of Commerce and Merton Enterprise Agency. He was a Governor of Phoenix College from April 96 to March 1999. He represented the London South sub-region (Richmond through to Bromley) on the Government task force that developed the successful bid for the pan-London Small Business Service franchise (Business Link 4 London) and worked with Lord Sawyer to define the Governance and Structure of the new organisation. Recently he was appointed as an assessor of the skills of Business Link Advisers and Consultants and is Chairman of the Board of the newly formed Kingston Innovation Centre. He is a member of the faculty of the Focus Forward partnership, which is dedicated to getting the best out of management.

He speaks German fluently and also has some knowledge of several other languages and therefore his career encompasses secondments to Germany for various projects and for Industrial Relations negotiations in - Tehran, Cairo and Karachi. The ability to do this effectively was underpinned by a profound understanding of the employee's point of view, which was gained during his time as a Trade Union Executive (1962-1978).

Having been the Head of Personnel and later Organisation Development Manager at Lufthansa, his training and experience comprises virtually all aspects of Human Resources work. For the last 7 years there, he held a wide ranging brief to develop the UK organisation to make it fitter to meet the challenges of the future - especially of privatisation. His activities encompassed organising the units in the optimum way, developing streamlined procedures to reduce work, introducing physical systems to improve efficiency and the production of programmes to

enhance the abilities of the people. He has spent large amounts of time as a manager in both Accounting and Sales, as well as in HR.

Long having recognised the benefits to be gained from automation, he has conceived and implemented a number of small to medium sized computer systems and represented 3 Chambers of Commerce on AZTEC's task force for IT requirements. He was a Director of Merton Online which owned and managed one of the first community web sites for a Borough.

Patrick has extensive pension experience and holds the Trustees' Certificate of Basic Pensions Knowledge of the Pensions Management Institute, and was a Trustee of Lufthansa's £53m pension scheme for 10 years. He has written articles published in "Pensions & Employee Benefits" as well as "Swiss Life Viewpoint" and "Office Secretary". He has also made a number of presentations at conferences.

As a member of the Executive of the Foreign Airlines Training Council, which is a recognised Industry Training Organisation (ITO), he represented it on the Aviation Industry Lead Body, which developed National Vocational Qualifications (NVQs) for, amongst other groups, airline pilots.

As well as being an Organisation Development consultant, he trains people in: Selection, disciplinary and performance improvement interviewing, Time management, Customer Service, Investors in People, Delegation, Motivation, Communication, Target setting, appraisal, telephone sales, Finance for the non-financial manager, decision making, presentation skills and change management. He also advises companies on the underlying issues and systems that need to be addressed to make such training successful and helps them to install or revise their systems where appropriate.

High performance Business Planning is one of his specialities.

Tamsin Fox-Davies

Tamsin co-founded The Solution Organisation & Joint Equity Ltd with Brad Bamfield, and specialises in Corporate Social Responsibility (CSR) and Sustainability. With Brad, she developed TSO's client-focused Toolbox set of management aids, which have been used widely by TSO clients including Sarnafil, Henry Boot and the Carillion Group.

She has worked extensively in industry research (both government & privately funded), and has developed academic & CPD teaching materials for UMIST and various construction industry bodies.

An experienced project & event manager, Tamsin designs and facilitates bespoke workshops for groups of 2 – 40. Her project management & research experience has included a great deal of work with collaborative pan-industry teams.

She helped to launch the construction industry education charity Sponge, and now sits on it's board of directors as a Strategic Advisor.

Anna Kingsmill-Vellacott

Anna Kingsmill-Vellacott works with clients to develop effective teams both within the UK and internationally. Existing projects include serving as Project Co-ordinator for the EU's Leonardo da Vinci project to develop and roll out across Europe risk management training for SME's in the form of e-learning modules; working with an NHS Trust, both to develop a policy to eliminate bullying and harassment in the workplace and to provide support to its staff; and developing an effective mentoring scheme for a major NGO.

Anna works in French and English and her clients include the Department of Trade and Industry, the European Commission, Swiss Re, Arts Council, Taylor Woodrow Construction, The Foundation for the Built Environment and other major corporate and private clients.

Anna is an Associate of The Building Research Establishment (BRE), where she was involved in setting up a mentoring scheme. She serves on various national and international bodies and committees and is a Member of the Chartered Management Institute, an Affiliate of the Institute of Risk Management and an Associate of the Institute of Linguists.

Jim Barrack TSO Associate

Jim is a professional engineer by training and now has over 40 years general management experience in construction and allied industries. Over his long career he has held senior positions in business development, marketing, sales, project management, design, facilities management and R & D.

Jim has developed partnering, collaborative working and supply chain management process in a number of large Plc's. He also has business start up experience in the UK and Eastern Europe. For the last 7 years he has been leading the sales, marketing and business development team at Sir Robert McAlpine.

Jim is an accomplished business development manager with extensive network connections. He has twice been nominated for the prestigious Property Mover & Shaker of the year award.

He considers his main role now is developing and motivating people to exceed their own expectations which he does in association with Dale Carnegie.

Alexis Collins CA TSO Associate

Alexis Collins, 36, is a Chartered Accountant with more than 15 years experience. She qualified with Ernst & Young, London in 1993 and spent nine years working in the Audit and Corporate Finance Departments. Clients included blue-chip companies such as AMP, BP, Del Monte and Northern Electric. Alexis continued to enhance her knowledge of the financial services industry when she joined Henderson Investors (part of the AMP Group).

Moving into the commercial world, Alexis became very aware that financial knowledge outside the finance department was limited. She could see that companies would benefit if their personnel had a greater understanding of financial matters. Consequently, in 2002 she founded Accounts Training, providing financial and accountancy training to non-financial managers and directors.

Accounts Training' clients are drawn from across a wide range of industry sectors and training programmes have been developed to meet a wide variety of needs. Clients, include Carphone Warehouse, Hewitt Bacon & Woodrow and Opus

Insurance. Clients in the construction industry include Haymills and Wilson Bowden.

Accounts Training has also delivered courses to owner-managed businesses on behalf of Business Link and has a variety of SME clients in a wide range of industries, including engineering, training and web design.

Alexis is a member of the Financial Services Skills Council.