

## David Tebbs

*David Tebbs brings substantial experience (from some 30 years contribution as a company director) to non-executive, mentoring and strategic consulting roles. His breadth of experience in different economic cycles across both large and small organisations enables him to relate practical experience to board issues as well as making significant contributions to setting the strategic direction. Today his portfolio of board, mentoring and consulting assignments keeps him updated across several scales of operation, both public and private.*



*David has considerable chief executive experience in directing international operations and overseas subsidiaries as well as UK operations. He is chairman of the ITNEA*

### Current Practice, 1991 to Present

David contributes to a range of organisations through non-executive director and chairman appointments, mentoring and strategic consulting assignments. Recent achievements have included: chairing a start up business to steady profitable growth over its initial years, a company sale, chairing a company from an MBO to a very successful UK full stock exchange listing, chairing a company from shortly after foundation through several rounding of funding expansion and to listed status though a reverse takeover and helping the CEO of an established public company to face substantial change and set a new strategic direction.

Since 1991 he has contributed both as a strategic consultant, mentor and as non-executive director to large, medium and small companies. Some examples include:

### Directorships in 2000 +

#### Chairman

Druid Group plc (Management Consultancy): Chairman,  
GBS Corporate Training Limited (in House and Public training),  
Number One Draxmont Management Ltd. (Property Management),  
Stagebeach Limited (Business Training and Communication),  
Strathdon Investments Limited to plc ([Venture Capital](#)),  
Xansa Employee Trust and Xansa Quest (Trusts),

#### Non Executive

Pittards plc (Tanner)  
Grantley Place (Esher) Management Ltd. (Property Management),  
[Xansa](#) plc (Systems House),

## **Qualifications and Associations**

### **MA MIEE FBCS FRSA CITP Chartered Engineer**

Worshipful Company of Information Technologists (**WCIT**),

[ITNEA](#) (Technology Chairmen & Non-Executives Association) – Founder and Chairman,

Merryck & Co (CEO Mentoring) – UK Advisory Board member,

### ***Prior Contributions***

David has contributed as a chairman, executive director, manager and consultant to most sub sectors within the IT/TMT industry, as well as a wide range of other organisations. Main board appointments are noted below.

### **Non-Executive Directorships - include:**

As above plus AIT Group plc, Computer Catalysts Inc. Draxmont Management Consultancy Ltd., Gesellschaft für Management und Organisation (GMO) AG, JBA Hospitality Systems Ltd, LBMS plc, Mackintosh Consultants Ltd., Margaux Controls Ltd., Phillip Shrapnel Pty., NYNEX ISGS Company Inc. TCA Synergo Ltd. TCA Syntec Ltd.

### **Mentoring and Strategic Consultancy - Sample Projects**

- \* Mentor and consultant to the board and CEO of a listed company in process of turn round and lead up to trade sale.
- \* Advisor to the Natural History Museum on IT related matters, from 1993 to 2003
- \* Acquisitions and Disposals: 30 + completed as a principal or advisor
- \* Led and contributed to several IPO listings
- \* Establish customer needs and new direction for products and services
- \* Evaluate business opportunity and competitive positioning in a selected market
- \* Restructure the board and management of a company responding to a market downturn
- \* Provided on going mentoring and support to the marketing and finances of a small business
- \* Set objectives and improve processes for the international distribution of company products
- \* Set the strategic direction and next year focus, for a company distributing across Europe
- \* Stand in for the CEO of a small business during a period of absence
- \* Strategic planning to better address the home market and to improve management reporting
- \* Launch of European business
- \* Worked with the CEO and other senior directors of a company providing mentoring and on-going advice and assistance on strategic and management development of the business
- \* Led the on line marketing and helped business development for a [professional photography practice](#). David manages two commercial web sites.

## **Executive Director**

The BIS Group, 1969 to 1991:

David was CEO of The BIS Group's two main operating companies (BIS Applied Systems then BIS Banking Systems) and a Group main board director for 21 years. He led growth from a 20 man company to one with revenues of circa £100m\* with profitability well over 10% and contributed as a main board director to the Group's development to some £250m\* revenues. During this period BIS managed a number of changes in shareholder including the sale of the Group to NYNEX Corporation Inc (US Regional Telephone Company) in 1987. (\* current values)

## **Earlier Experience**

EE Leo, ICL, Manager, 1965-69  
RB Pullin, Development Engineer, 1963-65  
Royal Signals, Lieutenant, 1957-63

For further information on non executive, mentoring or consultancy support contact David Tebbs

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