



Board Member Applicants
**Rotary International in
Great Britain & Ireland**

Rotary International
in Great Britain & Ireland



Introduction

A new style of governance is being put in place at RIBI in which the organisation's leaders see their role as driving the continued development of the organisation rather than simply maintaining conformity to its rules. The approach is more 'strategic,' giving a greater sense of direction to clubs and districts, and supporting innovation and development of the organisation. Monitoring should be related to these wider purposes, and operations and administration should be delegated to a greater degree.

The new RIBI Board commencing on 1st July 2013 shall consist of the five Officers of the Association for the year 2013/14:

Nan McCreadie, President	Nigel Barnfield, Honorary Treasurer
John Minhinick, Immediate Past President	Annemarie Harte, Secretary/CEO
Peter King, Vice President	Mike Webb, RI Director

And nine general members who will be elected from membership of clubs in RIBI.

Your club is requested to elect nine members from the applications described in this booklet.

All applications received by the deadline of 30th September 2012, except one, passed the scrutiny process of evaluating the applications against the required skillset. One application did not meet the eligibility criteria.

The aim is that the elected members will have considerable experience in one or more of the following areas and collectively the members will have a balance across all skillsets:

- Strategic management and development of organisations
- Information Technology/Digital media
- Change management
- Customer services
- Human Resources/training and development
- Governance of democratically accountable organisations
- Marketing/public relations/communications

Voting for members is by online voting only, online voting access will be sent to the club secretary, these details will be sent out on Saturday 27th October or as soon as possible after that date.

Where the club secretary is unavailable for the period of the election, **27th October to 5th December 2012**, please contact the RIBI Secretariat either by email at secretary@ribi.org or by phone on **01789 765 411** and confirm the email address of the member within the club who will confirm the votes. Please note that the club secretary access will then be cancelled.

Club secretaries: please do not forward voting details to the other members of the club as they are not entitled to vote individually. Each club has 1 vote for up to 25 members and then one extra vote for every major fraction of 25 thereof, as per the following:

1	per club	+1	88 – 112 members
+1	38 – 62 members	+1	113 – 137 members
+1	63 – 87 members	+1	138 – 162 members

The voting system is already pre-weighted with club votes so once the club discusses the candidates please vote for 9 in order of preference.

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RIBI has reproduced these applications based on the information provided by the applicants, no amendments to their copy have been made.

Syed Mohammad Ali

Rotary Club of Brigg

Experience

What are your main reasons for applying to become an RIBI Board member?

I would like to make RIBI an effective organisation to enable Rotary clubs to become vibrant service providing entities. My skills and talents can be used to carry out a thorough needs analysis and then facilitate the following:

- A strategic road map (covering medium to long term) for RIBI.
- Define specific annual goals in line with the strategic road map.
- Clearly define work steps to achieve annual goals.
- Measuring and reviewing performance

I believe that I have the necessary skills to help RIBI to be relevant for today and for the future. I am passionate about the great work carried out by Rotary International and by the Rotary Foundation. I feel strongly that I need to offer my skills and talents to enhance this work to make the world a better place.

I plan to take early retirement in 2013. I have been heavily involved with Rotary as a working Rotarian. However, retirement would provide additional opportunities to serve Rotary and, if elected, to serve RIBI as a Board Member.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I am a Chartered Engineer, Chartered Scientist and a Fellow of the Institution of Chemical Engineers. I have worked for a major oil company (current name Phillips 66) for 35 years. I have served in technical, operational and management roles in a performance based environment.

I have worked in large (multi hundred million dollar) projects where delivering to budget and time have been paramount.

I am currently the Process Safety Management Leader and lead a group of highly skilled and experienced engineers and technicians. I have been involved in developing a long term (10 years) strategic plan for the refinery. This was to enhance the process safety performance to achieve world class status. I developed annual goals based on the strategic plan and carried out regular monitoring of the progress. As a result the refinery has improved process safety and is now ranked to be one of the best in the world.

I have spoken in major conferences. I continue to work in international engineering standards' committees where consensus of all participants is required for standards' upgrades/changes. I have mentored and trained young people on technical and non technical topics. I am also a governor of the Immingham Oasis Academy. I have helped to develop strategic goals of the academy to enhance teaching methods and student performance. I also helped to start an Interact Club at the academy to enhance development of young people.

I joined the rotary Club of Brigg in 1995 and was the club president in 1999/2000. As the president I encouraged my club to carry out more service projects, both local and international, and to form a long term plan.

After the 2007 flood, I was appointed the chairman of the District Flood Relief Task Force. I was able to harness the talents of the members of the task force to facilitate over 70 flood relief projects costing around £1 million.

I was District Governor of D1270 in 2008/09 and have motivated Rotarians (who are all volunteers) to carry out various projects. In many cases I encouraged clubs to work together. Since completing my term as DG, I have served as the chairman of the District Leadership & Development Team. Working with the team I have developed a comprehensive training programme for the district and club leaders.

I have served in the RIBI Foundation committee (2009-11). I am in my third year as the Rotary Foundation Alumni Coordinator for Zone 17.

I have strengths in all the Person Specification Criteria shown in the RIBI Board pack.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media		X				
Customer Services		X				
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Strategic management: development and execution of the process safety strategic plan for the Humber Refinery.

Change management: I am currently the owner of the Management of Change (MOC) at the Humber Refinery. I overview 13 MOC systems covering hardware, software, feedstock, personnel and organisational changes. I ensure that changes are reviewed and approved by appropriate subject matter experts and by relevant management. It is also a requirement that appropriate training is carried out for the changes and relevant documentations are updated. I ensure that the performance of the MOC systems is regularly audited.

Training & Development: As chairman of the District Leadership & Development Team, I have designed and implemented a comprehensive training programme for district and club leaders. I have also provided training on technical and non-technical subjects at various locations of my company.

Governance of democratically accountable organisations: Experience as District Governor and as the Chairman of the District 1270 Flood Relief Task Force.

Risk Management: Extensive knowledge and experience on risk management. This is my primary function as Process Safety Management Leader to manage the risk of a major hazard site as laid out by the Control of Major Accidents Regulations (COMAH). I am familiar with all types of risk assessment techniques from simple qualitative assessment to detailed quantitative risk assessment.

Christopher John Boyes

Rotary Club of Altrincham

Experience

What are your main reasons for applying to become an RIBI Board member?

First and foremost I feel that I do possess many of the skills and experience including some functional specialisms that the Role specification indicates are required. I also feel that my very wide ranging 'Rotary' knowledge particularly at Club (President in two very different Clubs) and District level having served as a Governor, District Chairman of Vocational, Membership Development, Communications, CommVoc for 5 years as District Secretary and since inception as District Webmaster can prove beneficial to the operation of the Board. Further engagement in producing a 'This is Rotary CD' as a recruitment tool and the compilation of the 'Ideas for Clubs' factsheets available from the RIBI website also evidence my commitment to all Clubs in RIBI.

I would like to think that I am open minded, forward thinking and have the ability to assist in formulating the vision, designing the plan and managing the implementation of what is unquestionably required if our remarkable organisation is to survive into the middle of the 21st century and beyond.

Yes the challenges are enormous but if we do not rise to them and initiate positive steps to revive the organisation and in many instances get it back on track we will face ever increasing difficulties in recruiting Rotarians from the generations to follow.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

Profile:

Honours Graduate in Mathematics and Management Science, experienced in management, marketing, training and sales both corporately within a service industry and within a member led organisation. Affiliative, intellectually curious and data rational. Able to plan well in advance whilst maintaining ingenuity and the ability to generate new ideas. Highly developed abstract reasoning skills providing the capacity to deliver innovative yet well founded logical strategic plans.

Further able to demonstrate career success

- Leadership and Team Building
- Strategic Management
- Project Planning
- Process Innovation and Improvement
- Change management

Possesses a very high level of Communication and Presentation Skills. Additional experience includes delivering a Performance Planning and Development programme to Senior Managers within a Multi National Corporation including the setting and measurement of personal and business objectives.

IT literate including working extensively on Website design and development incorporating the use of online databases and the use of bespoke and proprietary content management systems.

Experienced in managing a Not for Profit member based organisation and thereby able to work effectively with committees and volunteers. Additionally well used to delivering compliance with current regulations for Health and Safety, Child Protection and Environmental issues and possessing a working knowledge of legislation concerned with Equality, Discrimination, Human Rights and Equal Opportunity.

A Councillor within a local authority and thereby used to undertaking an overseeing governance and scrutiny role particularly within the area of Accounts and Audit.

Self motivated and able to distinguish between the important and the urgent and to ensure that each are completed within necessary timescales.

Your specialism

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Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media		X				
Customer Services		X				
Governance of democratically accountable organisations			X			

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Strategic Management: Initiated and delivered an integrated modular training programme for 200 staff structured to cover all business areas utilizing both internal and external resources.

Change Management: Managing transition from UK Manchester based to Global US based management style within a fast developing industry sector.

HR/T&D: Regional Development Manager working on Performance Planning and Management of Objectives with **all staff** including Senior Managers and Office Heads for Northern England, Scotland and N.Ireland

Marketing PR and Communications: Marketing was the final year Management option at University and has influenced every one of my employments. Tutored by Prof. Sir Roland Smith (BAe Systems / House of Fraser / MUFC) which has impacted much of my career and provided a real insight to the meaning of 'The Marketing Mix'

IT/Digital Media: Extensive since school/university/employment and thereafter -

Customer Services: Currently a Golf Club Secretary/Manager. Experienced in keeping over 800 members onside despite them having quite diverse requirements from their membership.

Governance of democratically accountable organisations: Local Councillor on Trafford MBC. Engaged on Audit and Accounts Committee and a member of policy groups directed towards scrutiny of Adult Health and Wellbeing, Transformation and Resources, Economic Growth and Prosperity, and Education.

David W Buchanan

Rotary Club of South Queensferry

Experience

What are your main reasons for applying to become an RIBI Board member?

I feel I have the necessary experience of Rotary matters and also I have necessary experience of life which would allow me to become an effective member and team player of the new Board. I would want to bring to the table the wishes and aspirations of all groupings within our membership. I would want to see the new Board connecting with membership through effective and clear cut lines of Communication in order to ensure the gulf between "them and us" is kept to a minimum" I have been a Rotarian for twenty three years and enjoyed every year of my involvement in it. Over the years I have built up a considerable network of Rotarians within the UK and Ireland and I have on occasions throughout the years used them as a kind of "sounding board" to gauge opinions which has been of considerable help to me and I would consider it to be an asset that I could bring to the new RIBI Board.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I feel can bring strong management experience which has been earned through out my working career spanning 40 years within manufacturing industry

My experience includes Production Operations

- Technical Services
- Research and Development
- Distribution
- Purchasing
- Sales

And dealing with the Trade Unions

I would say my interest in management activities is at a fairly high level and is very broadly based as I have identified. Running in tandem with my experience is I would consider myself to be a person of great strength of character in particular I am conscientious and self controlled and have a sense of duty to ensure the job gets done. With the experience I have I will persevere in the face of adversity and also I will be considerate of others which does help me to have a good organising ability with good self discipline. I tend to be forthright direct in my dealings with others. I have always approached the activities I am involved in be the Church, Rotary the Justice Bench all in a very professional way. I consider myself to be a reasonable minded Rotarian who is able to focus on short term objectives and above all I am in tune with reality.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management			X			
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media				X		
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

From my experience I would be comfortable in a Management team such as the new RIBI Board in helping to establish to establish the roles and Responsibilities of the new team. I have the ability to expend considerable effort to make sure with our colleagues that we form a group of people coalesce to from a working team. It is fairly evident that team members give support to others and bring the reticent into discussions and also they build on the ideas of others. I have considerable strength in clarifying objectives of groups and summing up the feelings and achievements of the team by articulating group verdicts. I enjoy working in a team being very supportive of others and also I consider myself good at forming effective relationships with others for the benefit of the organisation

Governance democratically accountable organisations

I have been involved with the Kirkliston Community Council for the last twenty years and latterly as Chairman. I am accountable to the electorate in our area and also to the City of Edinburgh Council and also to the Scottish Government via the Minister for Communities.

My experience on accountability to others has been earned by example and also with the great support of the Electorate.

I am also Session Clerk of Kirkliston Parish Church of Scotland accountable to members of our Congregation and also to the Presbytery of Edinburgh Part of my responsibilities is direct governance over our elected courts of the Church and also directly responsible as a Trustee of the Church to the Charities Commission.

Customer Services

When involved with Customer Service I set out our core statement which was that the central aim and objective of effective customer service is about retaining customers. If we got that right and as a company we did, it became fairly evident to me that the acquisition of new customers automatically becomes much easier too. The benefits of retaining customers enabled by excellent Customer Service produced many positive benefits for the Company aside from the obvious revenue and profit results which was sustained by healthier volumes and margins. It has been my experience high levels of customer retention which came about from effective customer service does and I have no doubt about this it improves staff morale and motivation, which in turn I found benefited staff retention and turnover and also reduced discipline and other grievances pressures which was a welcome addition considering I had a multi discipline work force.

Human Resources/Training & Development

I regarded Employee Training & Development essential to the ongoing success of the Company. There is no doubt in my mind that employees are the company's competitive advantage. In affect and allied to that employee training and development enables all employees to develop skills and competencies necessary to enhance the all important bottom line results for the Company This was born out by the company statement that the goal of this company was to make money. I learnt through Employee Training and Development it was a key ingredient in performance improvement. I considered the first step to take was to identify the training needs which run in tandem with the companies strategic objectives. We brought in a few key steps for improvement which included:

- Establishing best practices for our manufacturing processes
- Measuring and monitoring results
- Defining our performance improvement issues and where the gaps were
- Develop a business plan to manage performance improvement

I think you have to continually ask yourself what are your company's critical skills. They should include effective time management, good communication, teamwork, and customer service, and sound working practices. I came to the conclusion very rapidly that training gaps can result in lost productivity which does impact on the bottom line. From experience I can confirm that a targeted and development programme which is focused on strategic skills can significantly enhance profits quickly.

Stephen Chorley

Rotary Club of Dunfermline Carnegie

Experience

What are your main reasons for applying to become an RIBI Board member?

I am privileged to be part of an organisation that is a leader in facilitating local community projects and in providing humanitarian and educational services around the world. To achieve its potential Rotary must foster each and every one of its 33,000 clubs. Clubs are its special strength as integrated, sustainable units that draw together impressive skills and experience within a framework of collaboration across districts, countries and continents.

As club President I enjoyed the challenge of forming a programme that provided quality of interest for members, and strong support for local and international projects. And beyond my club I have come to appreciate the global reach of Rotary in support of peace, through involvement at District level in the management of programmes supported by the Rotary Foundation – the last four as Chair. I am currently standing in as Membership Chair for the District, and was the facilitator for the membership group at the 2012 RIBI Assembly.

We live in a society where there is more volunteering than ever and greater willingness to make voluntary donations to projects here and internationally. But the ways in which people support civic endeavour has changed, and Rotary needs to adapt. There needs to be a greater value placed on professionalism, supplied by our members as well as paid staff. We need to ensure that the creative energies of members who are well connected in their communities, local business and internationally are released by change in the internal organisation of RIBI and, where needed, the format of both our meetings and membership. We need to redefine ourselves and what we offer, putting Rotary back at the heart of our communities and at the same time raising awareness of Rotary's global reach.

To achieve this vision requires strong leadership that is consistent from year to year and focused on the development of the organisation. That is why it has been agreed to set up a new Board as the governing body of RIBI. I believe that I can help it to realise its potential to support and strengthen clubs within Britain and Ireland and by so doing to support the strategic vision of Rotary's world leaders.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

My career has been largely spent in roles involving strategic management and development of organisations. My first job after university was to draw up a development plan for Scotland, working for an independent group, the Scottish Council for Development and Industry. I went on to develop an innovative cross-departmental economic development strategy for Strathclyde Regional Council, which pioneered a new role for local authorities that has since

become mainstream. In my last job as Director of Development Services at East Ayrshire Council (EAC) I was a member of the team that set up the new council in 1995. This involved establishing strategic priorities across all council departments together with individual service objectives, linked to management structures that deliberately combined operations to focus them better on outcome oriented service delivery. Since leaving EAC and setting up as a private consultant I have been called back to assist the council in creating a fresh approach to economic regeneration.

Key to achievement in these functions has been engagement with councillors, local businesses, volunteer groups, non-professionals and the general public. This has required clarity in communication of objectives and policies, an appreciation of the value of feedback, and recognition of the value of formal and informal partnerships. I have led the formation of a number of such partnerships in a range of legal formats.

A particular achievement at EAC was to transform loss making in-house roads maintenance and vehicle management services into profitable and competitive businesses. This required re-engineering their business plans, new investment, and overcoming resistance to changing traditional wage and bonus schemes.

I have always looked for opportunities to improve whatever I have been involved in and have achieved a reputation as an innovator prepared to work with the resources to hand. I have held jobs with wide ranging responsibilities, accountability to several groups of stakeholders, and continuous need to prioritise tasks.

Management and motivation of staff were crucial to success in remodelling the services for which I was responsible at EAC.

I was a very early adopter of internet communications – I signed up in 1994. And I have used computers for routine communication, data bases and data analysis, business planning and graphic design. In recent years I have developed skills in presentation that have helped to set new standards for communications within District 1010.

Key skills as a director at EAC were the ability to present complex issues to committees succinctly in report form and verbally, to respect and integrate varying views on proposals, and to respond authoritatively to questions.

I have wide experience in running meetings, including local government committees, and in ensuring effective follow-up.

I have served as a treasurer of several local volunteer run charities: a museum, a children's charity, and two amateur orchestras. I was answerable for the budget control of my department at East Ayrshire Council, and have compiled business plans for a number of organisations.

I have professional experience in environmental issues, and have served on an area board of the Scottish Environmental Protection Authority.

(C) Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

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Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development			X			
Marketing/public relations/communications		X				
Information Technology/Digital Media			X			
Customer Services		X				
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Strategic management and development:

20 years in policy development and strategic management within the Chief Executive's department of Strathclyde Regional Council (the largest local authority in the UK at the time), 10 years as a Director of a multi-function department at East Ayrshire Council (roads, transport, planning, business support, economic development and council estate management). In recent years I have advised a number of organisations on development issues, as a private consultant.

Change management:

Establishment of a new council department that brought together staff from disparate authorities and disciplines at the same time as setting new more customer and development oriented standards of delivery. Changes in service development to meet new demands, and new standards of delivery, including turning two loss making in-house businesses into profitable and competitive services.

Governance:

As a local authority director I formed the critical link between professional officers and the elected councillors. At Strathclyde I was responsible for the running of major committees and for bridging between elected representatives and service departments in setting policy priorities. I have also helped to set up a number of independent charitable organisations, and am currently a member of the local Community Council.

Willie Clark

Rotary Club of Bingley

Experience

What are your main reasons for applying to become an RIBI Board member?

With my various strengths and people skills, I am confident of being a key player in the team that will effectively see through the essential changes of the proposed RIBI restructuring.

To effect the changes smoothly a number of issues must be addressed. It is vital that the views of the members and clubs are recognised, respected and represented at all times. As perception is all-important – their views must remain paramount during and once the new management structure has been effected.

Ensuring that the process is both transparent and accountable is another pivotal factor – there are already a number of concerns from members that the new structure will become an exclusive, private club made up of 'like-minded' people who are reluctant to include a range of viewpoints, other than their own.

Gaining and maintaining trust is also key in ensuring that the clubs and members accept the restructuring as a positive move. I feel I am that someone who is outside the loop who can successfully fulfil the role.

Therefore managing the process effectively requires a number of sensitivities and skills in order to ensure members' buy-in at every stage. In my experience talking to my own members in District and those in other Districts, the bridge between their views and RIBI appears to be on shaky ground, or to have collapsed completely.

Those of you have worked with me, know that I am passionate about the organisation and want to see it flourish. Speaking my mind may not always win me friends at General Council level – but I am sure you recognise my motives to be honest. On many occasions I am the vocal reminder that clubs and members should always be in the driving seat and therefore I feel I have a very valuable contribution to bring to the RIBI Board.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

As the CEO of four very successful companies, employing several hundred people, I am involved daily with a numbers of management and HR challenges that inevitably fall on my desk to solve. PR, communication, mentoring, arbitration etc are people skills I rely on every day, and would be happy to share those with the Management Board.

Calling on 40 years' experience and expertise, I have also been involved in restructuring a number of companies and bringing them under one umbrella. Successfully combining cultures, attitudes and uncertainty takes time. However these are concerns that must never be ignored. The markets in which we specialise are all now becoming increasingly complex. We have to anticipate the change in markets and remain pro-active to stay ahead of the competition. So far, we have been very successful.

An important consideration in this on-going success is having appointed a competent management team, with the right mix of skills and expertise – who have the confidence of senior management and the workforce.

This is a similar scenario to appointing Board members to serve at RIBI. Appointing the appropriate high-calibre personnel means that they can be given the freedom to manage within the team structure. Therefore the ability to communicate effectively up/down/across is vital.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

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Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

As a successful CEO, it is important to ensure that customer requirements /concerns are anticipated and fulfilled, As in the case of the new RIBI Board, implementation should ideally be viewed by the membership at all stages as a positive.

Any perception that procedures are being introduced, which could make members uncomfortable or engender negative feelings, should be avoided.

This is especially important when we are working with colleagues, who are volunteers, who don't wish their views to be stifled. There are currently a number of concerns about the restructuring, which must be addressed at all times sympathetically.

The experience I have gained over the years in successfully implementing change management as smoothly and painlessly as possible would be an asset I would be happy to share with other Board colleagues.

And finally, even though there is no suitable box to tick, my ability to see the humorous side of challenges diffuses potential high-octane situations very quickly.

Jim R Copland

Rotary Club of East Kilbride Kittoch

Experience

What are your main reasons for applying to become an RIBI Board member?

In applying to RIBI to be a member of the board, I am committed to developing the fundamental changes required to produce a clear view of the support that will deliver outstanding levels of service for our Rotary Clubs, delivering the changes that will make RIBI an outstanding asset in the Rotary World.

In a changing World RIBI has recognised the need to change. Moving forward RIBI must deliver a development program with excellent levels of support and innovation, providing service, and quality for each and every member in all areas of Rotary Service.

RIBI Development Programme on-going (Results-based)

- Developing the RI Strategic Plan
- Successful Implantation of the Future Vision in the six areas of focus
- Develop International Development Programs
- Enhancing our public Image
- Every Rotarian's responsibility, making a difference
- Developing the Rotary Brand

Rotarians are the lifeblood of Rotary, being a Rotarian means putting others' needs before our own, it means embracing our core values, service, fellowship, diversity, integrity, and leadership, applying the Rotary motto Service Above Self and living the Four-Way Test in everything we think, say, or do.

I would like play a part in delivering RIBI service to our clubs and districts

Jim R Copland PDG
Rotary Club of East Kilbride Kittoch
District 1230

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

As member of the Rotary Club of East Kilbride Kittoch. I have held most key positions in the club and was President in 1998-1999. I was invited to join The District Team in 1999-2000 as International Chairman and held that position for two years, Assistant Governor for a further two years, DGE 2004-2005 and then serving as District 1230 Governor in 2005-2006.

I served 2 years on RIBI Executive 2005-2007, becoming a member of the RIBI International Committee 2007-2008, then RIBI International Chairman 2008-2009.

I served on Rotary District 1230 over Twelve Years. I have attended 16 Rotary District 1230 Conferences, 8 UK Rotary District Conferences, 11 RIBI Conferences, 5 Rotary International Conventions, 6 Rotary International Institutes, and 6 Rotary Foundation Seminars, and attended a CRCID International Development training seminar in Canada.

Developing a change management approach was paramount to the restructuring and success of the Rotary Club of East Kilbride Kittoch. As a past District Governor I was given the position of Rotary Club Development officer in 2009, at that time our Club had 13 Members with about 50% attendance, today we have a vibrant Rotary Club with 30 Members and a 90% attendance, the on-going program has delivered 100% attendance at 12 of our meetings.

Outside of Rotary

I am an Engineer to trade and an Architectural Ironmonger. I started our Ironmongery Company in 1981 to the present day, which is located in East Kilbride.

I also served UK Land Forces as a Commissioned Officer, running training and development programs as an Instructor. I qualified as a coaching and development instructor in the sport of Curling for the Royal Caledonian Curling Club.

As a member of the International Development Cross Party Group at the Scottish Parliament I was involved in the set up UNESCO Scotland in 2007, and was then invited to join in 2008 as part of the Inaugural UNESCO Scotland Committee, working within International areas for Education and Water until 2011. During that time I was privileged to address the Director General of UNESCO on International Development.

In 2010 I set up One World International Development (OWID) providing Development programs on Water, Health, Hunger, Education, and Sustainable Development. I have had the privilege to speak at many seminars on programs supporting the Millennium Development Goals.

The life skills and experience detailed above is relevant to the qualifications for consideration for the RIBI Board and having experience in Strategic management and development of Organisations in almost every aspect in business and in the voluntary sector. The skills required in organisations regarding motivation within Human resources have developed from almost every aspect of life.

I am committed to developing the fundamental changes required to produce a clear view of the support that will deliver outstanding levels of service for our Rotary Clubs, delivering the changes that will make RIBI an outstanding asset in the Rotary World.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management		X				
Human resources/Training and development		X				
Marketing/public relations/communications		X				
Information Technology/Digital Media		X				
Customer Services		X				
Governance of democratically accountable organisations		X				

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

As a past District Governor I was asked to take on the position of Club Development Officer to oversee and implement the changes needed to save the club from what was a downward trend that affects a large number of clubs in RIBI today.

The development program included a Community Outreach Program, This is the first part of the program that has helped in our club development

- Discover community needs and complete a Community Needs Assessment
- Discuss how Your Rotary Club makes a difference
- Recognise what Your Rotary Club has accomplished
- Brainstorm about what Your Rotary Club could accomplish in the future
- The avenues of Rotary service are reflected in all aspects of our community service

Developing a change management approach was paramount to the restructuring and success of The Rotary Club of East Kilbride Kitch. I was given the position of Rotary Club Development Officer in 2009, at that time our Club had 13 Members with about 50% attendance, today we have a vibrant Rotary Club with 30 Members and a 90% attendance, the on-going program has delivered 100% attendance at 12 of our meetings.

The life skills and experience detailed above is relevant to the qualifications for consideration for the RIBI Board and having experience in strategic management and development of organisations in almost every area of service.

Peter Dancy

Rotary Club of Carshalton

Experience

What are your main reasons for applying to become an RIBI Board member?

As a small business owner for nearly 40 years I can bring a well rounded approach to any problem.

I also feel there is a reaction within Clubs to the ever increasing corporate perception of Rotary and as a SME I will help to allay those fears.

I also am looking forward to helping RIBI drive this new structure of governance through to a successful conclusion.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I am used to dealing with all aspects of business management. On a day to day basis I deal with staff, sub-contractors, suppliers and the public. Although I have no specialism I am competent in all the categories as listed in the self assessment matrix , although my weakest one would be computer skills.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management			X			
Human resources/Training and development			X			
Marketing/public relations/communications			X			
Information Technology/Digital Media					X	
Customer Services			X			
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Until August 2010 I was a member of the Federation of Master Builders and had been for 34 years.

I served as Branch Chairman, Regional President [for 2 x 3 year terms] and was a National Delegate for the last 16 years. This meant I was a Director of the FMB [Limited by Guarantee and served on all the committees and was a member of the Management Committee / Board for 12 years. During that time I assisted in the setting up of the Management Board.

Until August 2010 I was a member of the Federation of Master Builders and had been for 34 years.

I served as Branch Chairman, Regional President [for 2 x 3 year terms] and was a National Delegate for the last 16 years. This meant I was a Director of the FMB [Limited by Guarantee and served on all the committees and was a member of the Management Committee / Board for 12 years. During that time I assisted in the setting up of the Management Board.

Peters experience as being part of a UK wide organisation of professional builders for over 34 years. He has devoted his talents not just at the grass roots level, but has committed himself at local, regional and nationwide level. This demonstrates his commitment to bring this amazing organisation of such diverse ethnicity, gender, size into the modern age.

- Peter using his skills which he has used in Rotary successfully used similar skills to establish something which today we in Rotary are only just beginning to do today.
- His skills in the Establishing a Management Board with the Federation of Master Builders would bring a strength to the newly created RIBI Board.
- The strengths Peter brings would be the learning points of success & also failings. Not all strategies are successful in all organisations this understanding would help to strengthen the RIBI Board with Peter.
- The organisational changes which will be required to be brought in will require an articulate skill of presenting a consensus. This Change Management will have to be managed effectively. Peter has been able to demonstrate in how his SME business has migrated successfully from being at the coal face of construction to that of being a management organisation and engaging specialists ie sub-contractors for their specialist skills. This along with the need to document & present these plans and followed up by implementations are activities that Peter does regularly as demonstrated by his move into the Utility & Communication business as part of his business.
- The skills to manage an organisation with the variety of individuals who are engaged as fulltime / short contracts or sub-contractors and also rules associated with TUPE are very sensitive. Peter would be able to be a “good friend” or “advisor” as he does this continually as contracts for projects are either started or completed. Each contract brings its own unique set of challenges and the need to be up to date with legal statements from the government is essential. Especially in the areas of Health & Safety where it is essential that these are followed to the letter or the risk associated are mitigated and identified clearly.
- As a Business owner or a SME, Peter is engaged with not just Rotary, but also with organisations such as BNI, which was set up to enable Entrepreneurs to engage with fellow business men & women. It’s amazing to think back that the founding fathers of Rotary had a similar beginning over a 100 years ago. Presenting your business in an effective manner is what ensures that Peter gains repeat business & is recommended. If we take that into a Rotary context, you are more likely to be part of an organisation due to a personal introduction and similar personal values.
- He has been honest about his IT Skills, but like everything these days, there is always a friend or colleague who can help out. Not forgetting that IT is moving at such a pace that even the average individual isn’t able to keep up the introduction of new technologies.
- The greatest strength I have mentioned and is rated as Peters top is that of Governance of a democratic accountable organisation. I have mentioned that peter was a key player in establishing a board similar to what RIBI is about to do. It would make absolute sense that with the skillsets I have described and associated example that it would be helpful to use Peter’s experiences in the Federation of Master Builders as a key strength which shouldn’t be overlooked.

Euan F Eddie

Rotary Club of Medway

Experience

What are your main reasons for applying to become an RIBI Board member?

For some time, and particularly since being a member of General Council in 2009/10, I have been an advocate for a governing system incorporating continuity of actions and ideas. I contributed to the review that took place in 2011 and I believe that its recommendations, approved by Conference, are sound. Consequently, I welcome the proposed formation of a Board which should be able to work strategically with Districts and Clubs and, with their support, take them forward.


Rotary in Great Britain and Ireland is at a critical point in its history and unless it starts to take a more strategic and continuous approach to its future I believe it may be in trouble. In particular, the on-going decline in membership over the past twenty years must be addressed; although it is the subject of a five-year plan, my view is that we must ensure that District Governors are supported and that their District Officers are motivated and trained to retain the Rotarians we have and introduce new ones.

The RIBI Board with its three-year cycle of membership and action will be an ideal means of developing the continuity required and creating the leadership necessary to support Districts.

I have checked the person specification required of Board members and am confident that I am able to meet it. I have Club, District, RIBI and RI experience which I hope would support the Board's objectives, and a strong commitment to Rotary and all that Rotarians do – and might even be able to do better with the support and leadership of the Board.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have been a Rotarian since 1989, Club President (1997-98), a member of the District Team since 2001, District Governor (2009-10) and was a member of RIBI's Membership & Retention Committee for three years, during which time I prepared a Mentoring programme for the retention of new Rotarians. My District was selected as a Future Vision Pilot and this enabled me to develop and manage a successful Global Grant project with another Pilot District. During the preparation of the project it was necessary to persuade my fellow Club Rotarians of the benefits (to them and the communities on whom the project was focused), of greater engagement in international work by explaining the potential risks we faced – and the probable outcomes. As a corollary I worked with another District Officer in preparing and delivering, to more than 50 of our 86 clubs, a comprehensive training programme on RFV Grants.



I retired from full-time employment in 2008 as a Director of a National Voluntary Organisation; previously I was a senior Army Officer for 20 years. In both careers I negotiated change, sometimes as a necessity and at other times as natural development, but always with the acceptance and support of professional staff and volunteers and with a continuing awareness of the effect of change on members, trainees and clients. As with most Rotarians I have found that my professional skills and experiences were easily transferable to the Rotary environment and I have been able to develop particular competences in membership recruitment and retention, international engagement, training and the Rotary Future Vision. I am particularly interested in the way in which Rotary will, and must, adapt to changing circumstances, some of which are a feature of cultural change and others due to its own resistance.

I have recently completed five years, including two years as Chairman, of the Independent Monitoring Board at Her Majesty's Prison, Rochester, where our actions, findings and recommendations were accountable to the Prisons Minister on behalf of HM Government. As Chairman my responsibility was to ensure that my fellow Board members, all volunteers, were available to listen and respond to prisoners' concerns and to take up, with prison Governors and upwards if necessary, any matters which we felt breached a code of decency and humanity within the prison. Occasionally, this led to conflict which, fortunately, was mostly resolved by communicating and negotiating, often at several different levels of discretion, and understanding the factors that affected their decision-making.

I believe that one of my skills is communication. I am confident addressing groups – committees, trainees, assemblies and conferences, and using my competence to inform, motivate or persuade them to begin to change. I also place great value on written communication and have prepared many successful submissions to Government, the Rotary Foundation and District groups as a means of developing these organisations.

I am familiar with, and use, all forms of electronic communication.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management		X				
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media		X				
Customer Services		X				
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

I have considerable experience in preparing, managing and delivering training. I served the District as Trainer for three years and supported three District Governors Elect in their preparations for Governorship. As a development of our District's training plans I prepared a comprehensive training package for Assistant Governors Elect which recognised that AGs, although they may meet the qualification criteria, are not always sufficiently knowledgeable about the wider aspects of Rotary programmes nor always sufficiently experienced to be able to represent, effectively, the District Governor to clubs. The package was designed as support for our own DGs and as a preliminary to RIBI Assembly attendance, and has been used in the District for five years. I believe very strongly that the successful future of Rotary in Great Britain and Ireland will depend on, and benefit from, a thoroughly trained, competent and committed cohort of Assistant Governors acting on behalf of their District Governors.

My actions as an Army Officer, Director and Rotarian have always been accountable to others on whom I have relied to support me, or to use the services I have provided. This, I believe and accept, is a fundamental responsibility for any group acting on others' behalves.

Paul Edwards

Rotary Club of Tiverton

Experience

What are your main reasons for applying to become an RIBI Board member?

At my first General Council, I expressed the view that it was not fit for purpose and should be replaced by an elected board with each member having a three year mandate. As a result I became one of the architects of the new structure. I currently chair the Reorganisation Group which is preparing the way for the new Board. I feel personal ownership of the new structure and want to continue my involvement and help ensure its success.

I believe in Rotary and the role it plays in making the lives of people better. On a personal level, the award of an Ambassadorial Scholarship by the South Wales District in 1978 had a profound impact upon my life and subsequent career.

However, Rotary must change and adapt if it is to survive. A strong reinvigorated governance structure will be able to lead this change effectively. I hope too that this governance structure will challenge Rotary International where needed.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have strong personal commitment to public service with considerable experience gained in local authorities, with over fifteen years at either Director or Chief Executive level. In addition I chair the board of a Credit Union and I am joint chairman of a Parochial Church Council.

I can offer the following skills and experience:

- Corporate management: developing strategic plans, allocation of resources to objectives, monitoring and evaluation of outcomes, change management. Ensuring that those effected by change are supported and become willing participants in that change.
- Corporate Governance: establishing sound governance arrangements and compliance with good practice and legislation.
- Leadership: able to communicate a vision and build a strong cohesive focused team to achieve that vision; supportive inclusive approach. Determined where necessary and able to take difficult decisions.
- Strategic Financial management: assembly, monitoring and management of both capital and revenue budgets; programme management.

- Strategic human resource management: workforce planning and development; staff appraisal diversity and disability monitoring; facilitating redundancy and management of conflict.
- Partnership working: with diverse groups including councillors, business people, housing tenants, central government and the wider community.
- Communication skills: able to present a case succinctly and with clarity. Determined and persuasive. Robust relationship with the media.
- In addition I can offer common sense, pragmatism and the ability to challenge and scrutinise in a constructive way.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development		X				
Marketing/public relations/communications		X				
Information Technology/Digital Media				X		
Customer Services		X				
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Strategic Management and development of Organisations

Appointed to a failing authority; prepared a Corporate plan in partnership with stakeholders, elected members and officers. Developed a streamlined officer structure which focused on priorities and outcomes. Achieved savings of £300,000 within two years. Banged the table occasionally.

Change Management

Undertook reviews of failing services, in the case of the Planning Service raising it from bottom quartile to top quartile within two years.

Human Resource/Training and development

Established a core Human Resources Unit, responsible for a workforce strategy underpinned by an effective appraisal system and training and development programme. This increased the capacity of officers and improved staff morale. There was a significant reduction in sickness levels.

Governance of democratically accountable organisations

Reviewed the operation of Committees to ensure they were fit for purpose and reflected Council priorities. Introduced Codes of Conduct for both Officers and Members. Strengthened internal audit and prepared a risk register.

As chairman of a Credit Union I have reviewed policies and procedures, prepared a corporate plan and encouraged the Board to be more strategic.

Marketing/Public Relations/Communications

My strategy has been to be as open and proactive as possible in managing the press in order to avoid misunderstanding. I have also devised marketing campaigns for industrial estates and ports in the UK and Europe

Pat (Patricia) Ada Evans Rotary Club of Godalming

Experience

What are your main reasons for applying to become an RIBI Board member?

I am a very committed Rotarian and wish to see RIBI provide added value to the aims and objectives of Rotary International in delivering humanitarian and peace projects in local communities as well as internationally. The role of an RIBI Director will be instrumental in achieving this aim. As a District Governor in 2008/9 I experienced at first hand the potential (and sometimes frustrations) of the organisational structure of RIBI. At that time I advocated to club rotarians the ethos of "Challenge and Change". Some clubs have recognised and accepted that message – but many have not. Now this is the opportunity for RIBI to meet that challenge for the betterment of the Rotary organisation and its membership.

I would like to offer my skills and experience to become part of the Team to move RIBI forward at this crucial time in its history. We're Big Business and should make our membership and our communities aware of that. We're professionals – let's demonstrate that fact in motivational and practical terms.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

The stated aim of the changes now taking effect in the management structure of RIBI is to improve the effectiveness of the organisation in developing and promoting RIBI. I believe I have the skills and experience through my very considerable involvement in the private/public/community/voluntary sectors to contribute and to be a proactive member of the RIBI Team tasked to bring into effect smoothly and efficiently the new management structure. Since my retirement from local government as a Town Clerk/CEO (and I did not have the generally perceived local government boring/bureaucratic attitude attributed to local government officers!), I have been undertaking the duties of Company Secretary to the Board of Trustees of the Charity and the Board of Directors of the trading company at Farnham Castle (International Briefing Centre) – supporting the organisation at a time of change through strategic endeavour. I have a strong strategic management background including the development of third tier local community councils to acquire increased roles and responsibilities together with the management of the finance for the provision of greater public services and the management of associated staff. I possess strong interpersonal and delegation skills and am an advocate of MBO. Another strength is in the area of Change Management - I am an initiator and innovator with creative vision, with a proven record of project development and all associated decision-making and problem solving issues e.g. the introduction of a monthly Farmers' Market in the town. My other dominant strength is the governance of democratically accountable organisations. As indicated above I have had the responsibility of these issues throughout my local government and charity organisation service.

Although the majority of my working life has been in local government (I have a BA (Hons) degree in Local Policy) my career started in multi-national business organisations – Unilever and Esso – where I specialised in Employee Relations (the HR of the day!). This early working experience, its training and discipline, has influenced the remainder of my working life; it is what I am and how I operate. I have a background of human resources and training and currently chair Leadership, Training and Development at District. I am an able presenter and speaker and communicator with less hands on experience in marketing; my IT skills are proficient. As a Town Clerk one is responsible for customer services for the whole of the community and so one is well aware of customer relations/perceptions! I am the D1250 2013 COL Representative and I have chaired two D1250 Conference Committees. I am an excellent administrator with first class organisational and written skills.

I believe I have the background and ability to take on the role of a Board Member.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development		X				
Marketing/public relations/communications			X			
Information Technology/Digital Media				X		
Customer Services		X				
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

I believe my greatest strength in the context of the functional specialisms listed is a combination of Strategic Management and Development of Organisations, Change Management and Governance of Democratically accountable organisations.

I was a member of the RIBI Strategic Planning Sub Committee 2009/10 (prior to its dissolution at that time) and I prepared the D1250 Strategic Plan 2010/13 which mirrors the RI Strategic Plan for the same period.

My last appointment as a Town Clerk/CEO was to the fourth largest local council in the country. It was looking for additional roles and responsibilities at a time of change in local government service provision – and I was appointed to achieve their aim to become a prominent service provider.

It required an excellent working partnership/relationship between the Town Clerk/paid officers and elected members to identify and agree the Policy and Strategy to achieve this – and to negotiate with the primary councils to pass over property and functions and finance - Strategic Management and Development of the Council, and the Management of the Changes. Proposals had to be formulated and presented and agreed by a council of differing political views. Additional staff employed (roles, job descriptions, training and development), the organisational structuring for the changes and the identification and management of financial resources within a structure of Governance of Democratically Accountable Organisations. And Governance is another story – too complex to detail here – but be assured I've had plenty of experience!

The Outcome – Mission Achieved.

Milton Allan Frary

Rotary Club of Castleford

Experience

What are your main reasons for applying to become an RIBI Board member?

I believe that my vast knowledge of the organisation and its people along with my professional skills will assist in the change programme that has commenced within RIBI. My ability for lateral thinking and willingness to make difficult choices is vital to ensure that there is a positive move forward and progress is not hindered by indecision.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

My Rotary CV is extensive with positions in a variety of roles at RI and RIBI level.

I worked in the service industry for over 30 years and managed large teams of staff. Along with my past leadership roles in Rotary and in running my own NGO I have a wide experience in man management at all levels. Over the past 17 years I have been successfully working alongside volunteers.

My professional career was built on my ability to be a lateral and creative thinker to overcome many issues. This thinking and my ideas have been adopted by Rotary in the past to assist in our moving on.

The last 20 years of my paid working life and now my service work have based on my ability to self-manage, motivate, prioritise, time manage, develop, monitor and review objectives and work in partnerships and with other volunteers. For this work it has been necessary for me to be computer literate and to be able to communicate in all formats and to all levels of society including MP's and Royalty.

I regularly make presentations to diverse groups of various sizes and have been involved with the training of Rotary officers. In the past I have chaired many committees and organisations with varying complexity that has needed strong management.

As well as running my own NGO I have served on the RFUK board, been clerk to two villages, formed and chaired Trade Associations, and been Treasurer for many local organisations including Police, RNLI and SKOPE.

I was involved in the change management in all aspects for the banking industry and my whole career and current interests have been based centred on all aspects of financial management.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
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Human resources/Training and development		X				
Marketing/public relations/communications			X			
Information Technology/Digital Media			X			
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

I was a senior bank manager specialising in 'trouble shooting for over 20 years in all aspects of Domestic banking with particular relevance to, lending, marketing and human resources. In recent years I have created and managed a very successful NGO, Wheelchair Foundation UK. I have my own service company, ME Creative Ltd.

Martin Greaves

Rotary Club of Severn Vale

Experience

What are your main reasons for applying to become an RIBI Board member?

The Motivation

I have a desire to see RIBI become more effective in providing service and support to Rotarians and Rotary clubs in Great Britain and Ireland. That is what it is there for. And when RIBI has become more effective in providing this service and support it will be better regarded by all Rotarians in these islands.

By making RIBI a more effective resource the Rotary movement will be strengthened in this region, membership will be advanced and the work of Rotarians, Rotary clubs and Rotary will be greater and will be more widely noticed thus improving the lives of those who Rotary aims to serve.

I can make a contribution to Rotary here

RIBI is unique and valuable in the Rotary world but its structure and activities are not suitable for the 21st century and I would like to play a part in bringing change to the organisation so that it can continue to play a significant role in the future.

The Challenge

I have the skills, the experience, the energy and the determination to assist in seeing this development through and would relish the challenge.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

Change management

My working life was largely spent developing and expanding a small private horticultural company into a national business. This was largely achieved by being prepared to do things differently and by being prepared to work with various "partners". It also involved being able to persuade people to adopt different viewpoints, attitudes and practices and then supporting those who had the responsibility for implementing change – one cannot do it all oneself.

Leadership and Communication

The principles above have served me well for my 10 years in Rotary. This started as a Founder President of a new club which, from the outset, adopted its own style and modus operandi whilst maintaining the Rotary motto of Service above Self and abiding by the 4 Way Test. I have served as a District Conference Chairman, a GSE Team Leader, an Assistant Governor for 3 years, District Youth Exchange Officer and District Governor in 11/12 and have thus been part of the

General Council which instigated the changes to the structure of RIBI. In carrying out all these positions I have always looked at what has gone before and attempted to develop the role to make it more meaningful for the current time and the future.

Hands on Experience

I was involved with the District Tsunami Appeal and visited India to witness the delivery of fishing boats to those affected and to see the new housing development which the Appeal funded. I was also part of the RIBI Flood Appeal in 2007 - locating and vetting suitable projects for receiving help.

Team Management

I am known to be hard-working and fully involved in the community (school Governor, Chairman of the local Scout Group, Church Treasurer). I am recognised as being sometimes provocative in my thinking yet able to discuss subjects constructively and sensitively and to see others points of view. I have always been a team player – little can be achieved unless people pull together.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management		X				
Human resources/Training and development		X				
Marketing/public relations/communications			X			
Information Technology/Digital Media				X		
Customer Services	X					
Governance of democratically accountable organisations		X				

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Development of Organisations

Managing Director of R A Meredith and Son (Nurseries)Ltd during a period when the company grew from a one site, 26 employee small business to an organisation with 13 production sites in different countries, employing 600 people.

Democratically accountable organisations

Chairman of Dursley Rugby Football Club during a period when the club grew from a small one pitch, one team club to being a 3 pitch, 4 team community club with a large junior and youth section as well as a ladies section.

Change management

During a year as District Governor, significant changes were introduced to the structures and procedures carried on in D1100 to bring them more in line with current social attitudes – changes which have been much appreciated.

Customer services

In all my activities – both in and outside of Rotary – I have always endeavoured to please the “customer” and ensure that what is provided meets the “customers expectations”.

Tom Griffin

Rotary Club of Woodbridge Deben

Experience

What are your main reasons for applying to become an RIBI Board member?

Rotary in Britain and Ireland faces a major challenge, with a shrinking and ageing membership. It needs a strong and effective RIBI to provide the best possible support to Districts and clubs; to promote Rotary to the wider community; and to get Rotary's message across.

I believe that the re-organisation of RIBI represented by the creation of the Board is key to achieving this. I supported the proposed changes energetically in the 2011/12 General Council, and proposed their adoption at the April 2012 Annual Business Meeting.

I believe that I have the skills, background and experience to help the Board realise the ambitions and aspirations underpinning the re-organisation.

I have been a Rotarian for nearly 28 years, and am anxious to continue to use my abilities in the effective service of Rotary in these islands.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have extensive experience of the governance of democratically-accountable bodies – from a variety of perspectives: I was a local authority Chief Executive for seventeen years, and since my retirement have served as a Board Member (now Vice Chairman) of a housing association. I also advise a further education college on the role of non-executive board members, as clerk to the college's corporation. That role ensures that I keep up to date with current thinking about corporate governance and stewardship.

As a former local authority Chief Executive, I have extensive experience in the strategic and performance management of complex service-provider organisations operating in the public eye, and in adapting and developing such organisations to reflect changing circumstances. In that role, I was successful in building and developing an effective corporate management team – proved by our success in providing continuous improvement in the Council's performance allied to year-on-year real-term cost reductions. I also had to lead, manage and motivate a diverse workforce, ranging from highly-qualified professionals to manual workers.

As chair of the Audit Committee of the housing association I led the development and implementation of a system of risk management, and the adoption of a risk-based approach to audit and operational review.

In addition to my housing association role, I am a Board Member of a locally-based brain injury charity.

I believe that my background, skills and experience would be invaluable in a Board Member, and that I have much to offer the new RIBI Board.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management		X				
Human resources/Training and development			X			
Marketing/public relations/communications					X	
Information Technology/Digital Media					X	
Customer Services			X			
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Strategic Management, etc

As a Chief Executive, I was the Council's principal policy adviser, and was responsible for developing and implementing strategies which delivered the members' objectives within an acceptable level of expenditure. I have a track record of delivering continuous improvement in both effectiveness and efficiency.

Change

In the authorities of which I was Chief Executive, I planned, organised and implemented more than one major structural reorganisation. I also led the transition from committee-based to cabinet administration, following the enactment of the Local Government Act 2000.

Governance

The RIBI Board must operate as a group of non-executive directors. It must not manage the organisation – but it must set the organisation's direction and strategy, and oversee the effective implementation of that strategy. As I have already stated, I have wide experience in governance: as the Chief Executive of a local authority; as a Board Member of a local housing association and of another voluntary body; and as the clerk to an FE college governing body – a key function of which role is to advise on governance. In my different roles, therefore, I both serve as a non-executive director, and advise on the non-executive role.

Jane Hammond

Rotary Club of St Pancras

Experience

What are your main reasons for applying to become an RIBI Board member?

Having forged a career as a public relations practitioner and trainer, I believe I can bring to the post my specialist experience of work in the non-commercial sector, in particular in public relations for membership, charitable and other non-commercial organisations.

Having specialised in lecturing on strategic corporate public relations management and skills, I have achieved an understanding of how to assist others in acquiring specialist knowledge of such areas of activity as corporate public relations, crisis management, event management and public speaking. As a journalist qualified rigorous on-the-job training in trade magazines and house journals, I can also bring an understanding of how the printed word can be effective in changing attitudes and managing relationships. These are what public relations is about and RIBI must get its public relations right if the organisation is to expand its membership and its activities.

I believe it is time for RIBI to build on the excellent work it has already been doing in the field of developing its corporate identity and ensure that an increasing range of target audiences can relate to Rotary's activities and, what is more important, want to be part of them.

The sensational success of the Olympics and Paralympics involving the participation of 70,000 members of the public, to say nothing of the many Rotarians who took part, gives a unique window to the to the organisation to tap into the mood of the nation.

I would like to be a part of taking RIBI forward on these issues.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have spent most of my career as a strategic corporate public relations management consultant and trainer, interspersed with editorial work on trade and house magazines. I have held public relations posts in local government (Hammersmith & Fulham Council), a trade union (NALGO, now absorbed into UNISON), a quango (Commission for Racial Equality) and a maternity hospital. As an independent consultant I launched and ran the world's largest Afro hair exhibition and managed several successful fund raising campaigns. These included one for a parish church exceeded its target sum by 40 per cent and another for St Matthew's Brixton, which was so successful that it encouraged Marks & Spencer to donate a lift.

As a training consultant I ran many training courses, both on my own account and for clients. Attending these courses were people from round the world, including in particular West and East Africa, the Middle East and many parts of Eastern Europe. One client in particular was at the time responsible for public relations for the Government of Kenya – I worked with him to redevelop the Government's communication infrastructure and he told me subsequently that all our recommendations had been adopted.

In addition to running courses of three weeks or so for groups and taking clients for extended periods of one-to-one training (such as the example above), I have also run workshops for people running small businesses, demonstrating to them how a grasp of basic public relations techniques can contribute to their commercial success. I have always included in this the development of practical skills, such as planning public relations programmes, writing news releases and features, producing publications and so on.

In my current work as lecturer at a further education college, I take classes in such subjects as public relations, journalism, crisis management, event management and, media production techniques. I now have a policy of publishing work by students whenever possible in **Rotary in London** so that students can have evidence of their ability for their portfolios. This also exposes them at a formative age to the vast possibilities of Rotary; I am confident that some of them at least will go on to become more involved in Rotary at an appropriate time in their lives.

As Editor of **Rotary in London** I can bring an awareness of what is happening in the London District, as I am now in a position to know so much more of what is happening than I did before I took up the post. I am becoming increasingly aware, for instance, of the importance of Rotary Club members acquiring practical skills in reporting, photography and news writing, as well as developing their clubs' public relations strategy. It is also particularly important to impart an understanding of precisely what public relations is and how they can maximise opportunities to develop it.

As an examiner at national level in public relations, I developed a sound understanding of this specialist activity.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development					X	
Marketing/public relations/communications	X					
Information Technology/Digital Media						X
Customer Services				X		
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

I acquired experience in strategic organisation management while working in local government, a trade union and a quango. As Senior Information Officer for the Community Relations Commission, I experienced at first hand the consequences of change when it merged with the Race Relations Board to become the Commission for Racial Equality. Unfortunately my recommendations were not accepted but I certainly acquired a sound understanding of what needed to be done. Experience of human resources has been limited to communications aspects.

Public relations, communications and marketing support public have been my career and I have published material on those subjects, in particular a chapter in a standard text book on non-commercial public relations and a report for the Romanian Government on its relationships with its publics. I had extensive experience of democratic governance when working in local government and membership organisations; I was an active committee and council member for many years of the Chartered Institute of Public Relations and the International Public Relations Association. I remain active in the National Union of Journalists and IPRA's awards for public relations programmes.

Derek Harrison

Rotary Club of Cramlington

Experience

What are your main reasons for applying to become an RIBI Board member?

I believe in 'Service before Self' and would like to be involved in the changes made to RIBI. These fundamental alterations should help to make RIBI achieve status as the best service organisation in the British Isles.

We face many problems and need to improve our performance to members and the community. The membership of RIBI is a huge resource which we should utilise and encourage more effectively.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have been District Treasurer for 7 years and served on the RIBI Finance Committee for 3 years.

I am a chartered accountant and was a senior partner in a mid-size firm for 20 years. This gave me vast experience at management and customer service. I am used to dealing with employees, motivation and training.

In my Rotary club I have been President and Secretary for several terms. I did serve as assistant District Secretary and enjoy communicating with others.

I have also been Treasurer of the local branch of S.S.A.F.A. and North Tyneside Alzheimers Association. Duties include advising volunteers and stake holders of financial accounts and budgets.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management			X			
Human resources/Training and development			X			
Marketing/public relations/communications			X			
Information Technology/Digital Media		X				
Customer Services	X					
Governance of democratically accountable organisations		X				

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Having been in business for many years I have been closely involved with all aspects of dealing with customers in that sense of the word.

Accountants and auditors also have to deal with other persons who have to deal with other persons who have an interest in published accounts and they can be classed as customers too. I am therefore used to dealing with official bodies such as H.M. Revenue and Customs, Companies House and other regulatory bodies.

As District Treasurer customers who I deal with include not only district officers but also club treasurers and members.

I have been a member of the Institute of Chartered Accountants in England and Wales since 1971 and was made a Fellow having achieved a higher level of professional experience and complied with the relevant rules of continuing professional development. I became a member of the Audit and Assurance Faculty and the Tax faculty, in due course. I have been a member of the Northern District Society of Chartered Accountants for the same period.

As a practising Chartered Accountant my work included aspects of the two disciplines mentioned above as well as Corporate Finance, Financial Management, Financial Reporting, Financial Services (Investment Advice) and Information Technology.

I had a three year spell in the Private Sector when I was Company Secretary and Financial Controller of a multi million pound group of companies in the Motor and Property industries.

In my last practise I rose from Senior Auditor to Senior Partner and I oversaw a large rise in the business turnover, dealt with staff increases and training and ensured the business kept up to date with Information Technology.

As Senior Partner I dealt with the financial, tax and investment matters of some 350 different businesses and persons. These ranged in size from simple one man corner shops to large multi million pound limited liability companies. These clients provided me with extensive experience of helping manage businesses strategically and in many instances I was acting as an adjunct to the Board of Directors or Partnership. Since a majority of the businesses were family based it was essential to know the clients well and be able to assist their long term planning especially for development both financially and organically. A long established client construction company recently went onto their 4th generation on the Board of Directors and I am especially proud of that situation.

For another client bakery company I reviewed their sales strategy and gave some advice concerning product mix, costing and pricing. This advice helped the client increase profits and they were then able to invest additional sums in modern baking technology (from Holland) that increased efficiency and cut staff leading to a further profit increase.

As I am so old I have lived through the immense challenge of the 'computer' age. I have had, not only to deal with our own requirements, but also those of a myriad of clients. Long gone are the days a computer being the size of a large room!

Adaptability was essential as every client seems to have differing needs, hardware and software and staff training to ensure regulatory satisfaction as well as the client's own requirements became commonplace.

Although most clients were privately owned I also dealt with a number of other types of organisations such as Companies limited by Guarantee, Charities, Pension Schemes, Local Railway Societies, Working Mens Clubs and so on. For a number of years I was Auditor of the largest Roman Catholic Seminary in the north of England. Since I am not a Catholic I took great pride in the trust shown in my professional expertise by the Bishops who appointed me. I was involved in a great deal of planning for the college, including links with Durham Universities, as falling numbers of prospective priests became a massive problem for the finances of the northern dioceses. Unfortunately the college recently closed and the assets are now in a charitable trust.

Mentioning the charity sector reminds me I have been involved with various charities including The Big Lamp Project, The Alzheimers Society, The Soldiers, Sailors and Airmens Family Association (SSAFA) and Chernobyl Cancer Care Trust.

I have a long service award from SSAFA and remain associated with our local branch.

For Chernobyl Childrens Cancer Care Trust I dealt with the actual forming of the charity and the day to day administration. The Trust was involved in hosting children from Bellorussia, exposed to radiation from the Chernobyl accident, in the UK and we arranged very successful exchange visits between Doctors and Nurses from Minsk and the Royal Victoria Infirmary for a number of years. This exchange gave our Doctors greater experience of radiation sicknesses and gave the Bellorussian Doctors additional knowledge of modern scientific developments and medicines. Four years ago I was a driver in our second convoy of aid for the only Childrens Hospice in Bellorussia. This was a most humbling experience but a not to be missed opportunity to have a close look at the charity, business and accounting systems in a non democratic society. The Bellorussian Customs computer system was that left when the Russians left the country 10 years previously! It did not work well!

I feel my skill set matches that needed by RIBI in a time of fundamental change in the organisation. It is essential that organisations have as simple a structure as possible and certainly one that serves their members to the best. As such we need better communications between individual Rotarians and RIBI so that needs are served using the vast expertise available from some 50,000 members as well as the staff at Alcester.

Francis Hodge

Rotary Club of Hailsham

Experience

What are your main reasons for applying to become an RIBI Board member?

I have strong views on the development and direction of Rotary in Britain in the coming years and would like to be involved in the Strategic thinking and development of Rotary; both as a brand, as a functioning service organisation – both in the UK and abroad.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

- 1: Creativity – constructive thinking on Marketing and communications problems and projects.
- 2: Application – I believe I have shown if I take something on I see it through.
- 3: Persuasion – knowing when ‘less is more’ and when a more forthright approach is needed.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations			X			
Change management		X				
Human resources/Training and development			X			
Marketing/public relations/communications	X					
Information Technology/Digital Media	X					
Customer Services		X				
Governance of democratically accountable organisations						?

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Following training in Business Studies and Marketing I spent my whole working life in the field. Initially with two companies on a range of projects, then an advertising agency, a P.R. Consultancy before starting my own business as an exhibition designer and contractor.

This was successful and ran for nearly 20 years – selling it in 2008.

Since then I have been involved in Rotary marketing at both club and district levels.

A. Change management

1. Recognition of the fact that any corporate body is a living entity, and that it is changing constantly either with or without encouragement.
2. To manage the changes in a coherent way – for example, as MPRC chairman in D 1120, I am currently managing the change from paper-based information techniques to web-based ones.
3. I must be sure that the systems I am proposing are robust before implementation, and ensure that the rest of the direction, in this case the District team, are supportive of the changes and aware where challenges may occur.
4. I must be confident that my team in place is capable of delivery of any planned change in the time-frame outlined.
5. Keeping the wider customer-base, in this case the membership, aware of changes, and their benefits. And ensuring these improvements and benefits are realised.
6. Selling the cost benefits and the service improvements – and pointing them up after they have been achieved.

B. Marketing, P.R., and Communications

1. Formal marketing training – both as regards statistics and methodology, and the range of techniques of advertising, press relations, and other marketing support and print techniques in any campaign.
2. Design and creativity - to be willing and able to approach any marketing type challenge with a fresh creative approach. Ensuring that the client-base is stimulated and aware of the possibilities and benefits of any new proposal.
3. The realistic evaluation and review of any strategy and project both during and after its action, and making changes if, and when required in the light of fresh data.
4. Public and press relations – External, ensuring that positive events are given the correct coverage by the news media – both in regular and interesting ways, and at a range of levels. Internal – Good communication within the organisation, alerting operating entities (in our case, clubs), to both forthcoming events and projects, and recent successes.
5. Communications - To be aware of all the methods that are available – and ensuring that a range is used in the most effective way at an appropriate cost.

C. Information Technology

1. The use of conventional computer programs for office and other required tasks including word processing, computer publishing, spreadsheet, and presentation programs.
2. Knowledge and use of photo and graphics programs, and their relevant manipulation – and where higher level techniques are required knowing where to find them when required.
3. The use of internet-based functions, both to locate information, and disseminate information; including the use of the web, e-mail, blog use and creation, and social media.

D. Customer Services

1. Awareness and acknowledgement that any organisation - particularly a voluntary one, is dependent on the positive view and participation of its members, our customer-base.
2. To think forward to the perceived current needs of the customers, and the likely changes in their requirements in the short and medium future.
3. I need to accept that diversity of choice and presentation may be required to satisfy a wide range of customer needs, on age, geographical, and cost bases.
4. That I try, wherever possible, to ensure that the messages, campaigns, and ‘face’ of the organisation form a coherent package that both the existing customers, and potential clients can subscribe to and wholeheartedly support.

Margaret Eldy Hutchinson

Rotary Club of Manchester Breakfast

Experience

What are your main reasons for applying to become an RIBI Board member?

I wish to apply to be a member of the RIBI Board for the following reasons:

My qualifications and experience

I am educated to MBA level and worked strategically at Board and senior management level from 1992-2001 with NEAB, in its development of GCSE and GCE A-level Examinations to form a major Awarding Body for school examinations.

Since 2002 I have worked with the non-remunerated Boards of Governors at three Further Education Colleges as Clerk to the Corporation, gaining both in depth experience and qualification in accountable governance, working with auditors and government bodies and seeking legal advice from solicitors as the situation required.

In my former role as Assistant Chief Executive (Public & Staff Relations), I had oversight of HR, and chaired disciplinary and grievance hearings. In my career I have dealt with change management on many occasions- two office closures, redundancy situations, and three organisational mergers.

I am also a magistrate with the Manchester and Salford bench, and a school governor at two primary schools, at one of which, a specialist support school for those with profound learning difficulties, I have been Chair of Governors since its inception in 2004.

My knowledge and understanding of Rotary International and its programmes

I have been a Rotarian since 1994, being a member of the Rotary Club of Manchester Breakfast. I have served D1050 since 1995 as Youth Exchange Officer, Youth Activities Chair, Community and Vocational Chair, Assistant Governor, and then District Governor in 2010/2011. I was a member of the RIBI Youth Activities Committee in 1998/1999, then 2000-2002. I was also a member of the RI Youth Exchange Committee in 2001/2002, and a member of the RI Interact Committee in 2004. I have been a Director of the International Skiing Fellowship of Rotarians from 2000. I have attended 11 Rotary International Conventions, taking an active part in the Pre Convention Youth Exchange Conferences for many years, and organising the booth for ISFR in the House of Friendship.

My personal situation

I am retiring from my post as Clerk to the Board at Reaseheath College on 31 December 2012 and wish to seek further challenges in Rotary International, where I would hope to be able to provide the necessary skills, knowledge and understanding, and experience required of a RIBI Board Member.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

The skills and experience I bring to the Board are as follows:

Skills

Ability to think strategically: I have been involved in strategic planning for many years and have the ability to convey carefully constructed plans clearly to staff, committees and volunteers. I have been involved in the development of organisational strategic plans, most recently using a balanced score card approach.

Ability to prioritise and time manage: I have been commended for my time management on many occasions, most notably in my year as District Governor.

Computer literacy: I have worked electronically for many years, notably in my role as Clerk to the Board. I have been working towards the development of e-governance in recent years.

Ability to work in partnership, most notably with volunteers: my work with Governors has been commended on many occasions both as Clerk and as Chair of Governors at a primary specialist support school from its inception in 2004 to date, acting as the required facilitator between senior staff and the governing bodies.

Planning and running meetings with effective follow-up: I have been commended as an effective meetings' chair on many occasions, by keeping to the agenda and managing the time effectively. As Clerk I produce draft agendas well ahead and ensure Governors receive all agenda papers seven days in advance of the meetings. I also ensure that each meeting has effective follow up with detailed Action Points and designated responsibility for action.

Experience

Supporting a voluntary Board of trustees in its governance function: I have taken on this role as Clerk to the Board at three FE colleges from 2002 to date.

Leadership and managing of change including managing relationships: I had organisational oversight of two office closures and have actively been involved in three organisational mergers. I have overseen re-structuring and redundancy situations, managing the resulting relationship inevitable fall-out. I have also chaired disciplinary and grievance hearings.

Financial management: whilst not a financial specialist, I have managed budgets, and as Clerk to the Board have effectively monitored financial key indicators through my minute taking.

Managing according to standards and procedures: my work, in particular as Clerk, has been to develop standards and procedures, and then to monitor their effective implementation. For instance I set the standard for myself that meeting minutes would be available in draft form electronically within three working days of the meeting taking place as a key performance indicator, a standard I normally keep.

Interpersonal and Leadership skills: I was D1050 District Governor in 2010/2011, the year when D1050 was the first district in RIBI to receive notification from RI that the district was in danger of losing its separate entity. I would hope that I provided the district with leadership at this uncertain time by ensuring that all Clubs and Rotarians were aware of the situation and were party to a proposed solution if the district were to fold. I would also hope that my interpersonal skills were not diminished and that my respect from my fellow Rotarians remained.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development		X				
Marketing/public relations/communications			X			
Information Technology/Digital Media			X			
Customer Services				X		
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

My strength is *governance of democratically accountable organisations*, having worked as Clerk to the Corporation / Board in three further education colleges in recent years, all all governed by Instrument and Articles of Government, drawn up to reflect the Nolan Principles of Public Life.

In 2002, following a career with the school examinations awarding bodies, with 12 years' senior management, I took early retirement from my post of Ass. CE(Public & Staff Relations) on the merger NEAB with AEB to form the awarding body of AQA.

In 2003 I was appointed to the part-time post of Independent Clerk to the Corporation of Salford College, a FE College, to minute its Board and Committee meetings of Audit, Finance & GP, Quality / Standards, Remuneration, and Search & Governance. In this role, I wrote many papers relating to Governance issues, recruited Governors with the appropriate skills and experience. In 2004 I successfully obtained the ICSA pilot qualification in governance. I assembled documentation for governance inspections. I produced a clear audit trail, commended by Auditors, enabling Salford College to merge into Salford City College in 2009.

I have been Clerk at Bolton College, 2009 - 2010, and at Reaseheath College, 2010- 2012

Graham William Anthony Jackson

Rotary Club of Salford with Swinton

Experience

What are your main reasons for applying to become an RIBI Board member?

I wish to offer my legal , professional and managerial experience, by way of vocational service, to RIBI ,to help with the development of the new governing structure of the Organisation. I have 34 years experience , as a Solicitor, in Public Service. Also, I have held a Judicial office, as a Coroner, for 11 years .

Virtually the whole of my professional life, as a Solicitor, has been spent in the public sector. I have achieved high professional roles and appointments and, in addition, held senior positions in two world renowned voluntary service organisations, namely, Rotary International and the Scout Movement. Such has been achieved by a commitment to the “Nolan Principles” and maintaining high ethical standards in my professional and private life.

I:

- Have been a Solicitor since 1978;
- Have held judicial office as a Deputy Coroner for the City of Manchester for the last 11 years;
- Have been a Rotarian for 24 years (District Governor 2008/2009);
- I am the Greater Manchester West Scout County Chairman;
- Have served as the Honorary Secretary of the North West Coroner Society for 8 years.

I believe that my personal integrity and high ethical standards have been acknowledged and rewarded by my peers; employers and colleagues as evidenced by the roles and positions mentioned above.

My experience as Solicitor and Secretary to Greater Manchester Probation Board (“GMPT”), which is a body corporate and independent statutory authority, is as a second tier officer in a large countywide public authority which employs over 1,300 staff and which has property interests in over sixty premises. I have: had experience of 3 radical, and major, Organisational restructures and high level Employment Law expertise ,including advocacy , all of which will be relevant to helping develop our Organisation .

If appointed to the Board I will bring:

- Leadership qualities;
- 34 years professional experience as a Solicitor which has been dedicated to public service;
- A vast experience of Voluntary Service gained through and involving very senior roles in Rotary International and The Scout Association;
- Experience of working with others from different cultures ,social and professional backgrounds;
- An ability to work under pressure;
- A philosophy to: “ never to accept something as correct until one has analysed the evidence”

The following personal qualities:

- Plain dealing with all people;
- An ability to manage emotional situations (in Court) ;
- Independence of mind and being prepared to take and maintain unpopular decisions when necessary;
- And ability to explain complicated concepts clearly ;
- Open-mindedness and objectivity;
- An ability to deal impartially with all matters which come before me;
- A respect for people from all social backgrounds;
- An ability to be firm and decisive but receptive to argument;
- Good listening skills;
- Sensitivity;
- A commitment to public service.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

1.Strategic management & development of organisations:

As both Coroner and GMPT Solicitor:

A) I have responsibility for:

- Staff supervision ;
- Devising etc administrative systems;
- Leading a team

B) Experience of:

- Being appraised and appraising staff;
- Being set set annual Objectives and accountability;
- interviewing

C) I :

- was sole legal advisor to GMPT with independent accountability;
- had propriety and monitoring responsibilities to ensure the legal and constitutional integrity of GMPT;
- contributed corporately to formulation and implementation of policy ;

2) Change management:

As GMPT senior management team member , involvement in:

- 3 organisational structure reviews;
- a multi Trust joint tender bid for Community Punishment work with the Government
- Working in a context of tighter financial control; closer scrutiny of work; being accountable under planning processes; focusing on performance and achievement.

With responsibility for:

- leading the preparation of a single Headquarters Plan as part of the annual planning cycle; agreeing deadlines and reviewing .
- overseeing the co-ordination of departmental activities.

3) Human Resources/training and development: Experience of:

- Employment Tribunal advocacy .
- advising Panels hearing employment appeals concerning grievances; disciplinary; capability and dismissal.
- advising senior managers on Employment Law and legality of policy making.
- Responsibility for the induction programme for new Probation Board members per Ministry of Justice guidance
- presentations to newly inducted Officers ; specialist groups ; departments and Middle Managers
- I was District Governor 2008/2009. I regularly provide training for Rotarians.
- I have been a school governor for fifteen years ; Chairman for eleven .
- I have chaired adjudication panels on appeals by parents

4) Marketing/public relations/communications: Experience of:

- regular contact with : local journalists ;TV and radio reporters
- preparation and approval of press statements

5) Information technology/digital media: I have:

- undertaken appropriate training
- good IT skills .
- developed various databases for delivery of the services I provide
- use of e-mail ; Internet and Microsoft packages

6) Customer services:

- I have experience of advising and speaking to different audiences in diverse settings.
- I am always cognisant of the views of others and the manner in which I present
- I act with sensitivity to the needs of others

7) Governance of democratically accountable organisations: At GMPT, I was:

- the custodian of its Standing Orders; Delegated Functions and Financial Regulations
- involved in the application for Trust status ,advising upon “due diligence” issues arising from the application to Home Office.
- responsible for the Board’s administration working to deadlines both for the preparation of my own reports and those prepared by other senior officers.
- legal adviser with direct independent accountability to the Board and Chairman rather than the CEO for my advice and actions.
- responsible for advising members and officers on all legal issues including responsibility for continuously monitoring and identifying changes in the legislation and case law.
- responsible for ensuring the legal and constitutional integrity of GMPT and had propriety and monitoring responsibilities.
- A member of the three most senior management groups all of which ultimately advise the Board and CEO.
- a member of the National Probation Secretaries’ Group involving me in communicating with Ministers and senior civil servants.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media		X				
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

- 1) 32 years public service experience, 26 working for a Non Departmental Public Body;
- 2) Business acumen in enhancing Organisational ability to respond to challenge and seize opportunities;
- 3) Varied legal experience;
- 4) Experience of being a member of an Executive team involved in influencing the strategic direction of a Trust ;
- 5) Individual responsibility to ensure that the Trust operates within the law and principles of good governance;
- 6) Senior managerial experience in representing the Board and Trust in legal matters;
- 7) Experience of working at Board level;
- 8) Experience of developing ,and maintaining, an appropriate governance framework coupled within change management;
- 9) Leading on all compliance and regulatory requirements;
- 10) A senior manager within Executive and Operational teams.

George Kempton Rotary Club of Barnstaple

Experience

What are your main reasons for applying to become an RIBI Board member?

I am committed to the ideals and objectives of Rotary and passionately believe that our organisation changes the lives of both those who join and those who we serve. Indeed I have seen the positive impact that Rotary can have in developing countries and for those disadvantaged through disaster or civil war. Rotary in Great Britain and Ireland is very fortunate to have its own administration as its leaders and members are far better prepared and equipped to deliver this vital support than their peers in many other countries. However Rotary in general and R.I.B.I. in particular face a number of challenges if they are to continue to provide an effective and efficient service to its members and to the local and international community. They have to change to reflect modern society, to update the perception that society has of Rotary and demonstrate that Rotary is an organisation that is worth joining. Rotary in Great Britain and Ireland derives great value from R.I.B.I. and I am convinced that the benefits we as Rotarians receive from R.I.B.I. are worth fighting for. I believe my career, community activities and Rotary experience have equipped me with the skills and knowledge to make a useful contribution to the Board as it strives to change and achieve these objectives.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

Relevant educational attainment:-

B.A. in Psychology and Behavioural studies,

M.Sc. in Management and Organisational Development.

Career

Career in the NHS initially as a medical scientist, then as a senior manager in the NHS Training Authority finally as a change management consultant, first in the UK, then internationally for W.H.O As a scientist I developed an enquiring mind, the ability to analyse data and produce reports. In the NHS Training Authority I developed and implemented the postgraduate training for Chief Executives and as change management consultant I developed and implemented improved systems for the delivery of quality care in acute hospitals - probably the most complex of organisations in the U.K. I was then contracted to WHO to replicate this in a primary care setting in developing countries which included negotiating up to, and including, ministerial level.

As a past Honorary Senior Lecturer in a South London University and Head of Education and Training in a large acute hospital I have a number of years experience in training and development.

Community activities

Within the community I am a past, and current trustee of a number of charities and the clerk to another charity and am therefore well aware of issues surrounding governance, probity and Charity Commission requirements.

Rotary experience

Past Club President, Past Club Secretary, Past Assistant Governor, Past District Governor and now a Past District Training Officer, which office I held for a total of 8 years. I am currently Chair of the District Marketing, P.R. and Communications Committee. I successfully introduced the Club Leadership Plan into many clubs in the District and changed the District management structure to reflect the C.L.P. I have 3 years experience on the R.I.B.I. Sergeants team as S.A.A., A.C.S.A.A. for both Assembly and Conference, also as a volunteer S.A.A. at 3 R.I. Conventions. I have been a member of, or adviser to, the District Conference Committee for the last 5 years. All of which has given me considerable experience in motivating and organising volunteers.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development		X				
Marketing/public relations/communications		X				
Information Technology/Digital Media			X			
Customer Services		X				
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

As part of my M.Sc. I studied a number of models of management and explored a range of change strategies for mid and large sized organisations. As a change consultant I have facilitated a large number of multi-disciplinary workshops where the atmosphere has been hostile and suspicious fuelled by personal egos, professional parochialism and resistance to change.

The outcome of these has been agreement on best clinical practice, production of occupational standards and a more flexible delivery of care. To reinforce these changes I have lectured on management development programmes, facilitated change workshops and taught clinical skills both nationally and internationally.

I have been a trustee of the North Devon Theatres and experienced the real issues arising from the withdrawal of public funds for the arts and the exploration of fundraising ideas while being cognisant of Charity Commission regulations. I am also a trustee of North Devon Go-Mobility which relies heavily on volunteers to provide access to vital services for the less able. This coupled with my experiences as a member of the Sergeant's team together with that as an Assistant Governor and District Governor has given me a great insight to the motivation of volunteers.

Allan Maclaughlan

Rotary Club of Currie Balerno

Experience

What are your main reasons for applying to become an RIBI Board member?

Niccolo Machiavelli on Change :- *“For the reformer has enemies in all those who profit by the old order, and only lukewarm defenders in all those who would profit by the new order, this lukewarmness arising partly from fear of their adversaries ... and partly from the incredulity of mankind, who do not truly believe in anything new until they have had actual experience of it”.*

My principal reason for seeking membership of the RIBI Board is to finish the job which I started. I was fortunate enough to be a DG Representative on the RIBI Executive Committees of 2010/11 & 2011/12 which put in train the whole concept of the revised management structure of RIBI which was approved at by the Business Meeting in Bournemouth in 2012. I was an enthusiastic advocate in the process to initiate this change.

As an “experienced” PDG, I am completely convinced of the need that the DG in her/his year of Governorship should be a full time manager & developer of her/his District. The GC [Board] role is one which should follow on having gained insight and knowledge from Governorship. One is trained to be a DG prior to assuming the role. There is no training to become a member of GC. Just as you learn the ropes, ones year in office ends and another group of untrained individuals take over the reins.

As a very large NGO we need to change our image but more importantly our management style. We need to build in expertise and continuity into the management structure. Rotarians will create/direct the policy short/ mid/ long term. The RIBI CEO/Secy and staff will implement. The RIBI Board free of DG duties / responsibilities will drive these policies fwd.

Creating the Board was the first part of the process. I’d very much welcome being tasked with bringing the project to fruition by embedding the RIBI Board model into RIBI practice. It is a good model and it will work. It may not work first time; there will be problems to be solved; issues to be resolved as part of an ongoing monitoring process over and above the external “validation?? & review” specified at Bournemouth.

Need for openness and accountability. Finally & hopefully this new model will be recognised as a step towards a model seen as more open & accountable; practical, effective & efficient by the membership. I might even dare use the word “Professional” – similar to other influential NGOs.

No problem will prove insurmountable; I believe in the mantra:- ***A problem is a situation in search of a solution.***

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

Strategic Management; Change Management and Development of Organisations

The Management of the Change Making Experience described below was only possible by virtue of the awareness of strategic management procedures. I gained the basic skills by attending appropriate CPD training courses organised by:- CRAC (Cambs); Scottish Centre for Secondary School Management; Ministry of Transport Education Centre (MOTEC); Lothian Region & Grampian Region.

The essence of all the training I recd was precise planning was essential – realistic time lines – contingency factors built in at regular / critical points. Planning made in consultation with both staff and customers [students] keep everyone onside.

Governance of democratically accountable organisations VOLUNTARY TOO!!!

I have experience of working successfully within this field.

I was for 4 years President of Aberdeenshire RFC which formed a not for profit Sports Community Sports Company in partnership with a local football club and a cricket club. This company was registered under Charity law with OSCR (Office Scottish Charity Registrar). Secured £250,000 funding from Lottery and many other sources to construct facilities.

I served for 5 years as Secretary / Treasurer of Harburn Village Hall Association OSCR Registered. Secured £100,000 for refurbishment and redevelopment project.

Currently I am a Trustee of West Lothian Development Trust which is responsible for the distribution of Community Benefit Funds emanating from Wind Farms; Open Cast Mining; Land Fill enterprises. I am also Chair of my own local Community Council which is in the process of establishing its own OSCR Registered Community Development Trust. Currently negotiating with Lottery, Coalfields Regeneration Trust and many others to secure funding for community initiatives.

As registered Charities, each of the above groups to which I belong / have belonged have to be seen to be successfully, openly and accountably managed / governed. Annual Reports must be submitted to OSCR and Local Authority for scrutiny and verification.

Leadership Teamwork

There is a time to lead and a time to follow. The trick is getting the timing right. I believe I can do that. As an ex 2nd row forward I thrive on teamwork. I could win the ball but didn't know what to with it. I depended upon the guys in the backs to do something clever with it. I was capable of captaincy and directing the team. I knew what I wanted them to do and was able to communicate that to them.

Rotary knowledge

Within Rotary I repeated the Leadership / teamwork exercise at Club and District level firstly becoming president and then DG. Currently I am an ARRFC in Zone 17 and a member of RIBI Foundation Committee.

Additionally I am working with PRIP Ray Klinginsmith as the Zone 17 co-ordinator for the “proposed” RI PDG Fellowship. My field of expertise within Rotary is TRF with a basic knowledge of New Generations. I have sufficient guile to find out the answers recycling other aspects of Rotary with which I am less familiar.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development			X			
Marketing/public relations/communications					X	
Information Technology/Digital Media				X		
Customer Services						X
Governance of democratically accountable organisations		X				

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Experience of Change Making

My whole professional life in education has been based on working in / management of / creation of change thus:-

Early 1970's introducing Open Plan Schooling.

Early 1970's Development of Community Education.

Late 1970's Piloting the concept of Mainstream Community Schooling

Early 1980's Transition of Approved (List D) Schools from Industrial schools to mainstream model.

Late 1980's School loses central government funding

Early 1990's Change of Modus Operandii – School goes co-educational

Late 1990's – Early 2000's New Concept – Inclusion School – Pilot.

Initially as a front line teacher devising strategies in order to successfully implement concepts created by others. Thereafter as a manager and ultimately as Team Leader, my role expanded to that of project designer responsible for the design and delivery of the product.

In addition to design skills I was required to undertake "people management". Persuading colleagues to adapt to new ideas and concepts; to accept and undergo retraining (before CPD became de rigeur); to advise colleagues that their future lay in another direction and then to facilitate that change; to re-skill up-skill colleagues; negotiate with professional bodies / unions. To change work practices. To sustain the quality of service to clients whilst change was managed.

David Pedlar

Rotary Club of Wollaton Park

Experience

What are your main reasons for applying to become an RIBI Board member?

I believe that I can contribute considerably to a revitalisation of Rotary nationally in the same way that I have been able to do in District 1220. My sales and marketing background have been a significant factor in raising the profile of Rotary in District 1220. I am self motivated and driven, attributes that are necessary when faced with the demanding challenges that face RIBI in its need to develop membership and improve its image. I believe that RIBI needs to provide a strong lead, not only in ideas and tools, but in demonstrable and practical solutions that members can relate to as tangible examples of how to succeed. I am confident that as a Board member I would be able to provide the essential steering that Rotary needs in marketing and membership development.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have a technical sales and marketing background in telecommunications which has equipped me with the skills to be familiar with the power of modern technology, the vision to recognise opportunities and the application and management skills to see a project through from start to finish.

I was President of the Rotary Club of Wollaton Park in 2004-05 when I instigated an inter-club project which raised £14,000 to equip the classroom of a new visitor centre at Attenborough Nature Reserve for which I was awarded a Service Award for Professional Excellence by Rotary International. I have held District Officer roles as an Assistant Governor and Chairman of Membership. I am currently Conference Director 2012 and in co-operation with the DG formed a new team to freshen up the event and introduce new ideas; Chairman of Marketing, PR and Communications and also on the Training Committee for communications with particular emphasis on the introduction of Social Media.

I believe in leading from the front but ensure that I am supported by a strong team. I have good management skills and couple that with being an integral member of a project group.

I conceived and was responsible for the launch of the Rotary Showcase event in Nottingham Market Square designed to raise the profile and imprint the name of Rotary on the local community. I have been an integral part of its success over the past 3 years which includes finding directly attributable new members and has led to a number of similarly successful events being undertaken throughout the District this year.

I jointly envisioned and am currently an integral part of a small steering committee to create a Rotary Business Partnership that will re-establish Rotary in its heartland, amongst the business community. This is a Membership development initiative whereby Rotary will provide a liaison service between business and the local community that will enable the corporate sector to meet its Social Responsibility goals. More information on the project is available and will be presented to the RIBI President at his upcoming District visit.

These are just a couple of many projects that I have been involved with both at Club and District level. I believe they demonstrate my enthusiasm and commitment to Rotary and the next step would be to take this on to the national level and be a part of the future of Rotary in Britain and Ireland.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management		X				
Human resources/Training and development		X				
Marketing/public relations/communications	X					
Information Technology/Digital Media	X					
Customer Services		X				
Governance of democratically accountable organisations			X			

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

I have held technical sales and marketing roles in the communications industry up to Director level. I have practical experience of market research, product concept, product design and development through to international sales and marketing. This includes installation and implementation of electronic equipment, training and customer service. 15 years were spent in the mobile communications industry which has given me working knowledge of modern communications technologies and applications. I am familiar with the creation and power of effective marketing material and the value of public relations to create awareness. I consider my primary asset is the ability to envisage new ideas and follow them through to completion.

Mac Purcell

Rotary Club of Paddington

Experience

What are your main reasons for applying to become an RIBI Board member?

I consider myself as a candidate for change, with my business and voluntary sector involvement experience, I have much to give to RIBI.

A Rotarian since the year 2000, I have been President of my club twice, a GSE Team leader, a major donor to RF, and currently AG Central London.

“The progress of Rotary has been mainly evolutionary; one change has followed another in orderly sequence, and yet the history of the rise of the movement reveals a period when the expansion of purposes and ideals was so pronounced that it may well be designated the period of Rotary’s renaissance. Like all revolutionary periods, it was a time of disillusionment, disenchantment, anxiety, hope, fear, despair, conflict, and heartache” *Paul Harris, The Rotarian Age, p. 71-72*

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

In my professional life, I have moved my business, Officepoint Fivestar, from a high street presence to a wholly online based office products business, This involved using digital technology and outsourcing, enabling the company to become customer focused, at the same time reducing the overheads by 70%.

Currently, a Director of the Portobello Business Centre, a London based business development company specialising in business support, training, start-ups and entrepreneurship.

From 2006-10 a trustee of the voluntary sector organisation proving help and assistance to people and organisations seeking volunteers for the Olympic Games Makers and City Guides in Westminster.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management			X			
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Marketing/public relations/communications			X			
Information Technology/Digital Media				X		
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Based upon my many years running an office supplies business, the emphasis was always on customer service as a way to retain customers, to add value to the purchasing experience and as a means to differentiate my company from others in a highly competitive business environment.

Experience at the Volunteer Centre Westminster as a volunteer board member, with a need to satisfy the demands of funders, such as the local authority, on the success and viability of the many diverse projects that were successful in bidding for, and winning.

At the Portobello Business Centre, Volunteer Centre Westminster, as well as my own business, there was a need to have vision, then a programme as to how you would achieve the vision and the targets.

I have had considerable experience recently with one of the organisations, where fraud was discovered which led to legal action and a large restructuring of the business.

Dave Roberts

Rotary Club of Southam 2000

Experience

What are your main reasons for applying to become an RIBI Board member?

I wish to help RIBI thrive in its new structure. I believe I have appropriate experience in both the commercial sector and the voluntary sector to advise on the use of technology for Rotary.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

Above all I am an engineer. I make technology work. I make systems of technology and people work.

I have experience of instigating and managing change at a variety of levels within business. I have led change within an international corporation, for the whole corporation and, at other times, for parts of it. I have also led changes which affected the whole sector of the industry.

I have world-leading expertise in technology. In a 34-year career at IBM I designed and developed a wide range of technologies. I have 28 patents and was an 'IBM Master Inventor', leading in the area of user-computer interaction: fitting technology to the user's needs. As well as designing and developing key technologies I also led communication about the technology to industry, customers and academics.

As part of a wide variety of technical projects I have led a key part has always been finding out about the users and managing the changes implied by the adoption of technology.

I have been involved with the voluntary sector at many levels, always taking a leadership role. I currently have leadership roles within Rotary and Scouting.

I have wide familiarity with Rotary programmes, having been a club president and district MPRC leader. I am currently a club secretary, the district membership leader and a RIBI MPRC committee member (advisor on web and technology).

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management		X				
Human resources/Training and development		X				
Marketing/public relations/communications		X				
Information Technology/Digital Media	X					
Customer Services			X			
Governance of democratically accountable organisations		X				

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

My key strength is in technology. In my career at IBM I was responsible for the design of technology which is now used every day by millions, possibly billions, of people. My main focus is on how technology serves its users, and how users organise themselves to benefit from that technology. I believe that as we go forward and try to appeal to younger, more computer-literate members we need to make the best use we can of such opportunities.

Ken Robertshaw

Rotary Club of Halifax

Experience

What are your main reasons for applying to become an RIBI Board member?

I welcome the decision of RIBI to move to a new style of governance to develop our organisation's strategic views and cement its place as the leading service organisation in these islands.

My reasons for making this application are that having read the terms of service and personal specifications, I am confident that my skills, values, qualities and qualifications are appropriate to enabling me to be an effective RIBI Board Member and to make a significant contribution to the overall role of the Board. I also believe that I have the enthusiasm, drive and time which the role will require.

In support of my reasons, I assert that I believe in a smaller, more effective, strategic decision making body that offers greater continuity. I enjoy planning and implementing necessary changes that enables Rotary, as an organisation, to move forward effectively, whilst enhancing and improving the service activity and fellowship experience for its club members.

I am committed to the ethos and functions of Rotary International at all levels, which gives me a clear vision of how the organisation may develop in order to meet the needs and aims of its members. However, I am equally committed to respecting the views of others in the process of deciding on change, and consulting widely to share thoughts and ideas before representing them in the final decision.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

My professional life provided me with many transferable skills all of which, I believe, are required of an effective board member. When these are coupled with my experience and understanding of Rotary visions and ideals, I am ideally placed to serve in such a role. My involvement in our programs and projects, at all levels, has given me an understanding of the necessity to retain our traditional background without losing sight of the need to fit into the requirements of modern society, from which we draw our membership.

As a Senior Police Officer, I gained significant experience of strategic planning, which had an effect on service delivery across all Police ranks, Civilian staff and volunteers. I was involved in devising the strategy and setting the policy which led to the implementation of required changes to service delivery. This necessitated me consulting with staff associations and statutory bodies as well as ensuring compliance with relevant legislation. Throughout these

processes I maintained a personal stance that during the initial negotiations, and reviews of implementation, further changes should not be ruled out if the people delivering the service found serious flaws with the policy. I see no reason to change this stance.

In my current business, I assist others with reorganisation of working practises and employ the same methods, which have previously proved successful. I believe scale of change is not important - what is important is the understanding of the need for change by those that it affects. Equally, if a situation is examined and no change is found to be of benefit, then I believe in being firm in resisting alterations merely for the sake of doing so just to give the illusion of improvement.

I am told that one of my major strengths is my ability to think laterally when approaching a problem. For example, during my time as District 1040 RYLA chairman/ course director, the country faced Foot and Mouth Disease restrictions, but not on a blanket basis. In order to allow the course to proceed, it was necessary to take creative action that gave reassurance to visitors, residents, staff and local authorities that was effective and visible, irrespective of the restrictions that applied in their area.

My continued involvement in Rotary programs covers a wide spectrum of local, national and international efforts. All of these are in support of the social needs of individuals and communities. At the same time, my interaction with Rotarians around the world, as well as GB and Ireland, gives me a wider perspective of how service can be delivered in different ways. These experiences include working with other agencies and supporting co-operative efforts, a skill developed and still used in my professional life.

I am confident that my blend of skills, qualities and experiences, developed in my professional, personal, social and Rotary circles, makes me a balanced and most suitable candidate for a position on the RIBI Board of Directors, where I can contribute to the development of Rotary International in these Islands.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media		X				
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

In the Police service, I undertook training Officers to Inspector Rank, and their civilian equivalent, for a range of subjects. I also mentored newly promoted Sergeants and interviewed potential recruits on the Graduate Entry Scheme.

I have been responsible for the organisation of three RIBI Assemblies, District Training Officer Seminars and allied programs. I was responsible for devising the training program for Rotarians at two RI RYLA events, for the development of the District 1040 RYLA, and delivering training to the awardees at both RI and District events.

During my Police service, I was responsible for implementing changes to working practises that affected over 5000 Police and 2000 Civilian staff, which had direct effect on our service delivery. These changes had an effect on members of the public and had to meet with the requirements of the elected representatives, who were charged with oversight of our activity.

My present business sees me advising and helping companies implement changes to working practises, using my previously developed skills. I also teach Teamwork and Communications Skills in schools.

All my past and present activities involve financial implications and working within budgets, which require me to husband resources effectively for the benefit of others.

Christopher John Slocock

Rotary Club of Wimborne Minster

B) Experience

What are your main reasons for applying to become an RIBI Board member?

- 1) I am particularly interested in the future of Rotary, our continuing role in the community and our relationship with business.
- 2) As the founder of the Rotary Business Partners Scheme – a mutually beneficial relationship between business and Rotary – I have experience in bringing Rotary closer to its roots in the business community and its future members.
- 3) With relevant experience in Chambers of Commerce (a membership organisation) at the local, county, regional and national level, including senior level experience in change management and organisation development, I think I can make a contribution.
- 4) I have 35 years' experience of successfully running and developing my own businesses and working in the community.
- 5) There are great opportunities for Rotary - how we continue to be relevant, lead and grow as part of the big Society and expand our membership will require changes - managing change is something I enjoy.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

- 1) I have experience working with committees within Chambers of Commerce, at every level, Town, County, Regionally and Nationally.
- 2) In District 1110 I have experience within Rotary as Community Vocational chairman, this required the ability to work with committees and clubs, motivating and supporting as required.
- 3) As a past President of Dorset chamber of Commerce, Chairman of South West Chambers of Commerce and a member of the British Chambers of Commerce Board and Advisory Council I have experience of how things work at the highest level, and how to implement strategic changes in membership organisations.
- 4) My main business is 76 year old this year, as the second generation owner taking over the business 25 years ago and running a business that old, it has been vital to adapt and change the business in order to survive. Being relevant to the market and responding to different circumstances has required change management at all levels – people, technology and products.

- 5) The challenges facing Rotary in the next 20 years are considerable and in order to make those changes Rotary needs to face up to some important questions. With my experience in change management I feel I can make a contribution, in responding to those questions.
- 6) I am active in business and very conscious that whilst Rotary needs to be able to engage with a younger business audience it has an ageing membership. How Rotary successfully deals with this apparent contradiction and moves forward is about change management.
- 7) The Rotary Organisation and its members make a very valuable contribution to our communities in many ways. But sadly, in some cases Rotary Clubs and members have lost touch with their business routes and its future membership. My experience with Rotary Business Partners is about rebuilding those links in a mutually beneficial and positive way.
- 8) As a founder director and chairman of the 2nd Business Improvement District in Dorset my experience in the wider business field and understanding of how such an organisation is created - to respond and adapt to the needs of business - is relevant to an organisation like Rotary, as future membership must come from that business community.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development			X			
Marketing/public relations/communications		X				
Information Technology/Digital Media				X		
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

I have been directly involved with Change Management and Organisation Development within the membership organisation of the British Chambers of Commerce, Rotary District 1110, Business Improvement Districts and my own businesses.

There is a process of accreditation that each BCC chamber member must comply with – I have been involved with Governance and structural changes to that process.

In business I have led the process of change management over many years - in good and difficult economic climates - combined with practically facing up to technological changes and increased competition.

I have been responsible for marketing, public relations and communications for all of my businesses and as a leader within the Chamber movement have experience with media and high level communications.

My experience in expanding the Rotary Business Partners scheme to clubs in district 1110 and beyond, visiting, explaining and supporting clubs, promoting and selling the idea, is relevant. Only by persuasion and reasoned argument can you convince Rotarians to take on new ideas.

As a founder director and chairman of a Business Improvement District a number of skills are required, including the ability to negotiate and work with a wide range of stakeholders; businesses, chambers of commerce and local authorities.

Denis Spiller

Rotary Club of Strood

Experience

What are your main reasons for applying to become an RIBI Board member?

Rotary is a large part of my life and through club, district and RIBI I have taken Rotary leadership and responsibility seriously. My interest is in seeing Rotary thrive and continue it's good works and to Be part of the organisation as it moves into a new era. I have seen Rotary develop over the past 26 years from the days of stamps and envelopes through to the efficiencies of the electronic age . In this time the Rotary administrative organisations have adapted well. The membership have been somewhat more sluggish and many still struggle to see that the organisation is a business by any other name and must move faster to keep up with it's competitors and stable mates in the service space. Clubs in general are not so dynamic in my experience, but some districts are.


I would like to be part of, and influential in bringing Rotary in these islands upto speed through the implementation of new plans and practices that will make working in the community easier, more Productive, more rewarding and to encourage and build membership.

From a personal Rotary ambition point of view, I have given much to my district and was DG in 2007/8. The rotational regime within the RIBI structure of committees meant that my three years as Youth Opportunity Chairman ended in 2011. To be elected as a board member would see me re-engaged at a level where my experience within Rotary, other charitable works and my professional expertise and experience could be utilised to benefit the organisation.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

In Business – I am currently the European Manager for business development and demand generation of a \$50m customer training business within Hewlett-Packard. For the past 16 years I have been a manager for the UK&I training business with full P&L responsibility. Business planning, risk management, team building, marketing and people development and management are all part of the role. Interpersonal and communication skills at all levels are a given. Additionally I am a Director of the Computer Education Manufacturers Association(CEdMA), a research and IT training industry Body.

In the voluntary sector – I have been involved with youth activities since a boy through Boy's clubs and Youth Services and I am currently a Director/Trustee of Kent Youth Trust, Chairman of CBC a small grants group, and District Executive Chairman of Malling District Scouts.



In Rotary – I Joined in 1986 through Rotaract, was president in 1996 and 2011, ADS for 1 year then DS for 5 years, AG for 3 years and DG in 2007/8. District conference chairman 2013. DRFC elect. RIBI Youth Opportunities Chairman for 3 years, Community Service committee facilitator 2 years, LDTC Moodle team Member. 2011 RI Z18 Institute committee member and Chief Sergeant at arms.

My professional skills and knowledge are rooted in the IT Training business and many years were spent in the Classroom as a trainer. Training design and people development are fundamentals. Business Development cannot be achieved without the fundamentals of customer service and Marketing has been part of my responsibility for some years. Change is vital to Rotary, but a constant in companies like HP. Managing change is therefore also an area of some experience. Achievement within Rotary is through team work at club, district and national level.

My experience and ability to chair, lead and manage teams in all aspects of life is sound and supported by good people skills, a keen sense of humour and lots of tact and diplomacy. A balanced view and corrective actions when necessary together with praise and reward keep the gear wheels of a team meshed and lubricated to pull together to the common goal. I will equally complete tasks and contribute fully as a team member.

Familiarity with Rotary programmes and in recent times more specifically with Foundation, is a daily Pastime.

My commitment and motivation is I hope without doubt in all things I do. I am a family man with Three teenage children and my wife is also a Rotarian (different club).

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management		X				
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media	X					
Customer Services	X					
Governance of democratically accountable organisations		X				

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Training and development – I have been professionally involved in all aspects of training for the IT industry for over 30 years, from design and development, consultancy, sales and Business management. In Youth work, senior member and young leader training was an annual activity for many years. At Rotary level district team, IT skills, photographic, PETS Foundation etc. RIBI Assembly and MYR have been under my leadership for Youth ops as chairman and Community Service as facilitator.

Information Technology and media – I guess I’m a techie at heart and started my career in IT in industry developing and supporting large systems and have been involved with skills and training development in IT ever since. As such I have inevitably become the district IT officer.

Strategic development and customer service are part of the day job.

Terry Sykes

Rotary Club of Barnsley Rockley

Experience

What are your main reasons for applying to become an RIBI Board member?

I have had the benefit of being heavily involved in RIBI during the past two years. As a strong supporter of RIBI I am well aware of the benefits it provides to the districts, clubs and club rotarians.

I was unfortunately, or fortunately in many ways, the incoming District Governor of 1270 when they registered an enactment to abolish RIBI and I as Governor fought for its retention eventually withdrawing the enactment in December 2011.

This may seem unimportant although it did result in me being on the Quinquennial Review Committee, which strengthened my opinion of RIBI. The Review was mainly instrumental in the District Council I was a member of, producing the changes which included the formation of the RIBI Board. I obviously fully believe in the direction that RIBI is now taking and I would very much like to be a part of that process. During the last two years I believe that I have been involved enough and seen enough to help me to be an effective contributor to the future of RIBI. I am now very actively involved in the Re-districting committee and together with being Liaison Governor in Membership Development and Retention Committee last year I can see that the only way forward is for change, and that I believe I can contribute to as an RIBI Board member.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have had a long and varied career as a surveyor and I am still a working Rotarian. I started my career in private practice, moving into Local Government at the age of 22. At 26 I was a chief officer at a large County Borough Council (Huddersfield). I was Chief Surveyor in a department which carried out all minor building works, surveying works and control of repairs to all council properties including housing, education and social services. I was responsible for the preparation and control of budgets throughout the following year for each of the department's maintenance and minor capital works.

My department employed 500 staff and operatives with a budget of approximately £30 million at today's prices. In 1974 I became part of Kirklees Metropolitan Borough Council after Local Government reorganisation and was part of the small group of three officers who were involved in commercialising local government works departments.

I returned to private practice in 1981 becoming a partner in a firm of Chartered Surveyors and Estate agents. I became a director when the practice became a company and was very much part of the expansion until at 287 offices we sold the business to Royal Insurance in 1989. After the sale I formed my own practice again.

Much of my experience is in the voluntary sector. I consider my experience now to be vast. I have been involved in the sector for 50 years. I was involved in scouting for 25 years, I was the Founding Chairman of the RNLI branch in Barnsley and have been involved with many other charities in all capacities.

Through my chairmanship of two museums, one major one to open next year, I became chairman of the Barnsley Heritage Forum 7 years ago. This is a consortium of all heritage groups, almost all voluntary, in the area. There are sixty such voluntary groups within the forum.

I am also chairman of Barnsley Cultural Consortium which is a combination of the Heritage, Sports and Arts forums. Although organised through Barnsley Metropolitan Borough Council with the elected members and senior staff of the authority, the sector it represents is made up largely of volunteer groups. It reports back to Barnsley MBC. The consortium is involved in all issues concerning heritage, sports, including improvements to health and sports participation, and the Arts including Performing Arts. I am also founding chairman of the Metrodome and Rockley Sports Association for the Disabled which is entirely voluntary. I am also actively involved in animal charities.

Everyone who knows me will be aware of my inter-personal skills and leadership capabilities. I have been connected with and been Chairman of many large fundraising events for the charitable organisations I have been involved with.

I have had a good year as District Governor and was considered to be outstanding at motivating and inspiring the clubs and rotarians in particular.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management		X				
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media			X			
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Most of this has been covered under Section B and relates to not only my professional and local Government career but also to the voluntary sector. The sector has considerable restraints due to various bodies, but particularly those imposed by Trusts and the Charities Commission.

I was involved with strategic management and development of organisations in both local government and the voluntary sector. I was an inaugural member of the Heritage Forum and one of the first members of the Cultural Consortium. I was also the Inaugural Chairman of a large disabled sports association and many other organisations.

Although some years ago, 14 years in local government does tend to stay with you and helps you to understand the not inconsiderable differences between the public and private sectors. I particularly think that it could be important to have experienced both. For this reason I think, and I know that it is not my decision, that the Board should be made up of people who have served mainly in democratically accountable organisations, some who have been in the private sector all their working lives and some who have been in both.

Elizabeth Tatman

Rotary Club of Bolton Daybreak

Experience

What are your main reasons for applying to become an RIBI Board member?

I want to be part of the re organisation that can make RIBI more effective in a very changing world. RIBI needs to become fit for purpose in the 21st century, to be able to respond to the challenges that face it. To be part of these changes and developments is a prospect that excites me as it opens up the way to present new ideas while still keeping the best of what we have. There will also be the opportunity to create effective strategies to move the organisation forward. Serving as member of General Council (2009-2012), the International Committee 2010 – 2013 and the External Funding Advisory Group has made me realise that there is much more that we can do to support the membership by providing a better and clearer management structure and I want to be part of that initiative.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

Trained in the first instance as a primary school teacher I moved to further education where I was involved in various levels of training. Both areas of work called for planning and evaluation. I have experience in planning, developing and monitoring projects and training courses in the UK and overseas and worked as North West Training and Development Officer for a national organisation, as a local authority adviser and further education lecturer. All of these skills I could bring to the Board.

I have a reputation for being a committed committee member, serving currently on the District Foundation Committee as Grants Chairman, the GSE Committee and the Training Committee, having been District Foundation Chairman from 2001-2005, at the end of which I received the Rotary Foundation Certificate for Meritorious Service, and on District International Committee 1996-2001. At RIBI I am serving my third year on the International Committee and am on the External Funding Advisory Group. In addition I chair the Management Board and Finance Committees of Bolton Little Theatre and the Bolton Toy Library Committee. Both of which are registered charities. Over time I have worked within a number of voluntary and statutory organisations within Education and the Arts and Health chairing a number of committees which have included Bolton Community Health Council, National Association of Toy Library, Association of Advisers for Under Fives in the most part as a volunteer. This has led to understanding the need to make policy decisions, to forward plan and to evaluate. I am used to working with volunteers and appreciate the valuable role that they play in any organisation.

Having been successful in obtaining grants for a number of organisations which have involved not only planning, budgeting and monitoring I have the knowledge and skills to work with grant giving bodies In relation to development I have been responsible for the setting up an NVQ training centre for Early Years Education. This role involved the use of management planning and development , the creation of a team to deliver training and assessment and overseeing financial aspects of a small Company . This experience enabled me to gain an MBA The skills that I learned are ones that can be applied to a role on the Board.

As chair of organisations I have led teams of different sizes, nurturing and inspiring them and gained the reputation of being focussed and logical while still liking brevity and action which delivers results. In 2010 the work that I have done for the local community was recognised with an honorary doctorate from the University of Bolton .

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management			X			
Human resources/Training and development	X					
Marketing/public relations/communications			X			
Information Technology/ Digital Media					X	
Customer Services		X				
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

As Adviser to Bolton Education Department and as Liaison /Development Officer for Bolton Under Fives Forum I was responsible for the setting up and developing a number of voluntary charitable organisations. This involved helping them develop constitutions and management structures.

As founder/co-ordinator of Bolton Early Years Assessment Centre my role was to develop the Organisation. Working with Bolton Little Theatre as Chairman I lead an enthusiastic team responsible for the development and management of the Theatre .

In developing training I have carried out a process of perceiving and assessing need, producing a plan of action, liaising with outside bodies to provide appropriate training, from basic to University extra mural courses. This has been done in association with voluntary and statutory bodies, including the University of Iasi, Romania. The latter which has provided training for over 700 people and the creation and sustainability of projects and close involvement with Rotarians in District 2241.

My experience in governance has been through the chairmanship of local and national committees, plus membership of Health and Local Authority Committees . Since joining Rotary International in 1993 I have played a role as Club President, and District (District Governor 2009-10).

Greg Thacker

Rotary Club of West Woodspring

Experience

What are your main reasons for applying to become an RIBI Board member?

I firmly believe that Rotary and RIBI are at a turning point in their development. In order to survive as the leading service organisation and to grow in strength, we need to change the way in which members and clubs are supported. The service that Rotary provides to communities at home and abroad will always be provided by club and district Rotarians. There is a need to simplify and improve the efficiency of the support structure to maximise the delivery of that service whilst increasing the satisfaction of Rotarians and pride in their organisation.

The traditional Rotary way of 'all change' every 1st July has the advantage of bringing new ideas and enthusiasm to the organisation. There is however a need for continuity within the support structure so that the ideas can be developed. Above all we need to work within a long term strategic plan and to embrace sound business organisational practices.

I would like to be part of the change process as I feel that I can help using my experience as a Rotarian and from my years advising clients of all sizes.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

I have been a Chartered Accountant for some 40 years during which time I have worked for or been involved with numerous businesses of every size and type. For nearly 30 years I was a partner in a multi office, multi partner firm of Chartered Accountants in the South West. During that time I have been closely involved with clients buying, selling, restructuring and improving the efficiency of their businesses.

The business of which I was a partner at one time employed nearly 100 staff. This may not seem a lot of people but meant that at one time or another I have seen most HR scenarios. More importantly the teams in each office were relatively small (max. 30). Taking a personal interest in the staff in order to motivate them and build efficient and resilient teams with individuals able to grow their personal confidence and skills as well as growing the business was of vital importance. Fostering the feeling of being part of a larger team even though they may be working in a small team improved everyone's job satisfaction. A strong communication base and having an 'open door' policy amongst the partners helped foster the feeling of all working towards common goals.

I was the partner with some specialist knowledge of computers and computer systems and built my first computer some 30 years ago. I was able to use my IT knowledge within both my own firm as well as within clients businesses.

During much of my career I was an auditor becoming an audit senior with Price Waterhouse soon after qualifying. To many an auditor simply 'ticks the books' but this is not the case. The first requirement of any auditor is to obtain a clear understanding of the client business. Next a detailed examination of the systems used in the business is made to identify any weaknesses and to look for improvements that could be made. All this before any design of audit programs or 'ticking' takes place. This has given me the ability to look at every aspect of numerous businesses in every industry over the years and given me a wide understanding and depth of knowledge to call on.

My involvement with Rotary and Round Table before that gave me a strong interest in the charity and not-for-profit sector. I dealt with a number of charity clients as well as churches and at various times I have been auditor for a couple of well-known national charities in their early development. I am currently a trustee and the chairman of the finance committee of a small residential home of the Locking Deanery Housing Association. I have been proud to be a District Governor and RIBI treasurer and this has given me a love of Rotary and its programs. The world needs Rotary and we need to ensure its future.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations		X				
Change management			X			
Human resources/Training and development			X			
Marketing/public relations/communications				X		
Information Technology/Digital Media		X				
Customer Services		X				
Governance of democratically accountable organisations					X	

Dr. Robert Thurlby

Rotary Club of Hitchin Mimram

Experience

What are your main reasons for applying to become an RIBI Board member?

My reasons for wanting to become an RIBI Board Member can be summarised as follows:

- As a committed and experienced Rotarian, working at club district and national level, I am very keen to make sure that RIBI continues to be a highly effective organisation, serving its communities locally, nationally and internationally.
- I am concerned that, unless RIBI responds to both internal and external change drivers, it will start to become less effective, leading to long-term decline. Obviously I do not want this to happen and I would like to help prevent it.
- Professionally for the last 20 years I have been successfully designing, delivering and de-risking IT-enabled change programmes to major multinational organisations.
- Therefore as a board member I can bring the necessary skills, experience and professional knowledge that will make a positive difference and help make sure that RIBI continues to be a major voluntary service organisation.
- Additionally in the 19 years in which I have been a Rotarian I have initiated projects and activities (see below for a summary) that deliver the objectives of RIBI, many of which have required mentoring and training of other Rotarians as well as gaining the support of people and organisations outside RIBI. As a board member I will be able to continue and expand these activities.
- Finally I have both the time and energy to commit to the role of an RIBI Board Member and so make sure that my contribution is effective and successful.

I became a member of Rotary International in 1993, when I joined my present club, Hitchin Mimram. Since joining I have held a number of positions in the club, firstly as chairman of the vocational and international committees, then as vice president and subsequently president in the year 2009/10. As a committee chairman and during my vice presidential and presidential years I became increasingly involved in District and national activities, taking on the role of District Environment Officer, DEN, in 2010 and becoming a member of the RIBI Environment Committee in the same year.

Through these positions I have been able to initiate projects both at the local level and also in support of RI and RIBI initiatives. These include, on 2 occasions, filling a lorry with food, water and medical aid and delivering it to a rotary club in Bosnia, through contacts with rotary clubs in Sri Lanka providing funds to equip a local fisherman with a new boat and nets after the tsunami and collaborating with clubs in Africa to provide clean water to villages. Through these projects and others that we have supported, such as Polio+ and Shelter Boxes, I have come to realise and

value the power, reach and effectiveness of RI to make a difference when tackling the world's problems and crises. Within the UK, as a DEN and member of the RIBI Environment I have been able to raise awareness among Rotarians of the threats to our environment and the reality of renewable generation through the Climate Change Game. This interactive workshop, based on global warming simulation model, gives players the opportunity to understand the reality of climate change and what has to be done to combat its effects. I have successfully rolled it out across my district and subsequently into other districts in RIBI.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

My career has been in the IT industry with ICL Fujitsu and British Telecom Global Services. For the last 20 years of my career I was firstly Consultancy Director for the Utilities and Manufacturing of ICL then moved to the same position in BT. In this role my responsibilities were:

- Working with multi-national organisations, who were our clients, to design IT-enabled change programmes that would enable them to deliver their business strategies. This included, when necessary, helping them develop these business strategies.
- Leading the subsequent delivery programmes and in particular de-risking these programmes and making sure that the projected benefits were achieved in reality.
- The on-going recruitment, development, mentoring and appraisal of a team of up to 40 consultants.
- Research, development and marketing of the software products and services, including change management methodologies, required to make the team competitive in our market place.
- Promotion of these products and services by writing papers for technical journals, also presenting these papers at conferences.
- Contribution to the overall business strategy of the division by understanding the market trends and forces and working out the products and services that were required in response.
- Development of long term relationships at board level with major clients to create business partnerships where risk and reward were understood and shared.

A significant challenge I frequently have had to address is that, whilst planning and designing a work programme is relatively straightforward, especially as the tools and methods to analyse business requirements and align the technology and process changes to them are now well proven, delivery is always more difficult. This is because the client's staff, both those seconded to the development and delivery team and more importantly the users of the new processes and systems, will be taken out of their comfort zones. I have learnt that a focus on soft skills to build teams, motivate people and gain their co-operation is absolutely essential to deliver a change programme successfully.

The final area of my experience that I wish to highlight is that of Risk Management. I became aware in 2008 that utility networks were becoming increasingly vulnerable to disruptive events, both natural and man-made, and this was at a time when the condition of these networks, due to natural aging, was already deteriorating. Existing risk assessment methods and tools were shown to be inadequate to deal with increased threat levels, a point clearly made by HMG's Pitt Report into the Severn floods of 2007. In 2009/10 I was seconded to a multidisciplinary team as lead consultant to develop a new risk assessment methodology and modelling and simulation toolset that would address this problem. As a result I have developed considerable expertise in understanding risk and developing mitigation strategies that both reduce threat probability and impact and increase the speed of recovery. In 2012 I have given papers on the subject of risk and my approach to risk assessment and mitigation at 3 conferences and 2 university symposia.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development		X				
Marketing/public relations/communications		X				
Information Technology/Digital Media	X					
Customer Services	X					
Governance of democratically accountable organisations			X			

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

Strategic Management and Development of Organisations

- Design and development of modelling systems for strategy planning, optimisation and delivery management of power generation and distribution organisations in the UK, Europe and Africa.
- Developed and built consultancy organisations in BT and ICL including role specification, training, recruitment, mentoring and objective setting.
- Organisation change planning and delivery in response to changing market needs in ICL and BT.

Change Management

- Designed and delivered change management programmes, including risk mitigation and benefits delivery, to major international utilities in UK Germany and South Africa.
- Currently running a programme for the British Computer Society to develop and introduce best practice across its branches

Information Technology

I am a fellow of the British Computer Society and a Chartered IT Professional
My particular IT skills include:

- Mathematical modelling and simulation
- System analysis and design
- Risk management

Customer Services

- Analysis and specification of Customer Service systems for utilities including the evaluation assessment and selection of packaged CS solutions.
- **Note: this experience covers both the customer services processes and the supporting IT. Governance of Democratically Accountable Organisation**
- Member of the BCS Best practice and Policy Committee

Jon Whowell MCIPR

Rotary Club of Stamford Burghley

Experience

What are your main reasons for applying to become an RIBI Board member?

I have over 20 years experience in marketing and communications - at the highest levels in the Private Sector - Wickes plc and in the Public Sector – East Midlands Regional Assembly and the EU Council of the Region s including lobbying leading to the successful bid for funding for major infrastructure projects – widening of roads and electrification of Midland Main Line.

Having read the Brief carefully I feel that I have the skills, experience and flexibility to make a useful contribution to RIBI and its membership.

The role of RIBI is seen in some clubs as being superfluous. I was fortunate enough to attend the RIBI Assembly in Birmingham and while being sceptical at first I was soon inspired and seeing the enthusiasm and energy generated was able to bring this back to my club to help my members see the value in RIBI.

I have been involved with Marketing and Communications for District 1070 for 2 years now and have been the District Pres officer wring very closely with the RIBI Marketing & PR teams. I have had to deal with a number of issues including some Crisis Management work so feel it is now time to step up to the plate and help even more.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

- Over 20 years of wide ranging Communication & Marketing experience at a senior level in both the Public & Private sectors.
- Track record of consistently increased positive coverage and improved awareness.
- Extensive network of crucial media contacts in Local, Regional and National media.
- Budget implementation and management ranging from £20,000 to £1.5million.
- Recruited, coached and managed effective internal and external Communications teams.
- Considerable experience in lobbying of local authorities and Central Government

Strategic management and development of organisations

I have recruited and managed PR teams through change periods, Wickes PLC, East Midlands Regional Assembly and have established partnership programmes with other organisations and Ministries - EMDA, CLG, BIS and DT. I have a full CV if required.

My communications and Marketing Strategies are effective in ensuring that maximum positive coverage is obtained and budgets and delivery targets are met. My attention to detail is second to none in event management and I also have considerable experience in crisis management.

Having been Press officer for my club for over 5 years I have helped build up an excellent relationship with my local media and as District Press Officer for the last 2 years have worked with clubs in promoting their work. I have also been part of a District 1070 team set up to deal with any potential crisis matters.

I am helping my Club to develop its IT skills and also as Secretary of Rutland CAMRA am developing campaigns to increase awareness and recruit more members.

I was President of my Club 2007-08 and have been actively involved with District matter since then.

I am a non executive Director of Student Force a Charitable organisation assisting graduate's employment in Environmental jobs. I also deliver soup as a volunteer for the Evergreen Care Trust in Stamford on a weekly basis.

Having worked in Communications and Marketing in both the Private and Public sectors I know I have the ability to communicate effectively with a wide audience. I have enjoyed working with the RIBI press office on issues.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development			X			
Marketing/public relations/communications	X					
Information Technology/Digital Media			X			
Customer Services				X		
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

During my career I have had to deal with all the issues above.

I built up the communications function at Wickes PLC also at the East Midlands Regional Assembly and East Midlands Councils.

In the above organisations there were massive change issues to deal with. At Wickes this was the rapid expansion of the company including Management Buy out and acquisitions of larger groups. In the other one it was the reduction of available funding and how to keep services going.

I have recruited, managed and coached effective communications teams and worked in partnerships with partner and stakeholder organisations. I am encouraging my Rotary Club to embrace social media and have helped organise IT training in my district.

I am the Secretary of Rutland CAMRA which is very accountable to its members.

Greg Wilkinson

Rotary Club of Reading Matins

Experience

What are your main reasons for applying to become an RIBI Board member?

The role of RIBI Board Member provides an opportunity for vocational service and to help the development of Rotary services within the UK. I believe that I have the skill set that meets the requirements of the role.

The RIBI Staff provide an excellent quality of service to Rotarians but the direction of those services might more usefully refocus on basic support without attempts to duplicate the leadership provided from Rotary International, through the Zone Directors, and by District Governors. I believe that I can influence and assist that change in a positive way drawing on both my professional experience and my understanding of the support that clubs require which I have gained as a very active club member and as District Secretary.

I was fortunate to retire at a relatively young age and have the personal time and capacity to invest in this position. The role of RIBI Board Member is an important one especially in this period of organisational change. I enjoy directing change and have significant experience of doing it successfully. I have the motivation to fully commit myself to the role and the time to do it properly.

Please summarise below the main skills and experience you feel you would bring to the Board. Please consider the person specification in the Board pack when completing this part of the application. Maximum of 500 words.

With 11 years' service as a Chief Police Officer, directing an organisation of 8000 people, I have significant experience of strategic management and organisational development. My role included operational planning, creative problem solving and all aspects of financial planning and budgetary management. As Director of Professional Development with National Police Training I gained strategic level understanding of human resource development and of managing change at a national level. I also have experience of directing my own company and of coaching senior managers. I have been a Chartered Director for over 10 years and continue to assess those applying for Chartered Director status. In each of these roles I have developed partnership working and have undertaken regular presentations to a variety of groups. I have extensive experience of managing meetings across the range of professional and voluntary sectors.

The provision of services of the highest quality has been the focus of much of my professional life and I have significant experience of governance through Policing, Institute of Director involvement and trustee positions. As a Chief Police Officer I had a proactive public relations role and directional responsibility for marketing and communications. My understanding of Information Technology has developed significantly in my current role as District Secretary as has my understanding of digital media.

As a trustee of 'Crossroads Reading', a volunteer befriender with a local hospice and a volunteer reader at a local primary school I understand the dynamics of the voluntary sector, volunteering and staff engagement. As a senior police officer and as a Rotary Club President I have broad experience of risk management. As a professional coach for five years I honed my interpersonal skills and drew on extensive experience of team working and leadership. I have been project director on various programmes within the police service and, more recently as a consultant. In all of these positions I have demonstrated my ability to communicate at all levels.

Your specialism

The Board needs candidates who are experts in a number of key areas in order to grow and develop the organisation. Please complete the following exercise where it is applicable to your experience.

Please rate your level of experience where 1 is very experienced and 5 is limited experience.

Functional specialisms	1	2	3	4	5	No Experience
Strategic management and development of organisations	X					
Change management	X					
Human resources/Training and development	X					
Marketing/public relations/communications		X				
Information Technology/Digital Media		X				
Customer Services	X					
Governance of democratically accountable organisations	X					

If you have indicated that you have a particular strength in one or more of the functional specialisms, please describe that experience here. Maximum of 200 words.

From 1993 to 2004 I was Assistant Chief Constable with West Yorkshire Police, including a 3 year secondment with National Police Training. These roles provided significant experience of strategic management and of development of organisations undergoing constant change. National Police Training provided leadership training both nationally and internationally to a whole range of 'customers' and I had responsibility for this provision through periods of political turbulence and wildly fluctuating financial constraints.

My expertise in Human Resource Development has expanded since 2004 when I became a professional coach providing one-to-one development for managers at various levels of seniority. I have also worked regularly with the Judicial Appointments Commission as a Selection Panel Chair and with the Prison Service and Institute of Directors in their leadership development programmes and selection procedures.

Directing large police organisations is primarily concerned with guiding the provision of customer services and is acutely concerned with governance and democratic accountability.



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