

NEW GAME-PLAN TEAM BIOGRAPHIES

For all our assignments we put together a team with the right mix of capabilities. We always include one or two of the core team members introduced here. Where we require specific subject-matter or sector expertise, we draw on our extensive wider pool of associates in creating the delivery team.

Our core team includes:

- **Dr Ray Smith**, Founder and Managing Director
- **Dr Alan Woods**, Lead Analyst and Public Policy Specialist
- **Mr Mike King**, Sustainability and Stakeholder Engagement Specialist
- **Mr Alistair Smith**, Technology and Tools Specialist
- **Mr Richard Fox**, Learning and Facilitation Specialist
- **Mr Ian Castle**, Senior Consultant and Administration Manager
- **Mr Nick Leigh**, Information Technology Architect and Software Tool Developer
- **Ms Lois Bentley**, Project and Risk Management Specialist

Ray Smith, Founder and Managing Director

- Leads most of our engagements.
- Specialises in strategic change and in designing tools to communicate complex information, promote deliberative engagement and achieve knowledge exchange.
- Member of relevant networks e.g. Strategic Planning Society, Innogen (focused on the social and economic implications of genomics), Association of Sustainability Practitioners (promoting the professional practice of sustainability).
- Experienced in leading cross-industry collaborative projects at EU level.
- Early career with global life science companies, working in the areas of biological research, development, global product management, and business strategy.



Alan Woods, Lead Analyst and Public Policy Specialist

- Leads the rigorous design, analysis and reporting of our Workshops, and contributes to the development of our practical tools and materials.
- Specialises in formulating action plans to manage change and solve complex problems, from strategy through tactics to good practice.
- Experienced in policy analysis and formulation, and advocacy work at both EU and UK level, often promoting collaboration through stakeholder forums and think-tanks.
- Chairs a UK Environment Agency 'Environment Protection Advisory Committee'.
- Land-use analyst for the UK 'Rural Economy and Land Use Programme' (Relu).
- Early career leading land-use research and policy work on the UK environment.



Mike King, Sustainability and Stakeholder Engagement Specialist

- Supports and facilitates Workshops where there is a strong focus on Structured Networking and Engaging Stakeholders.
- Specialises in engaging representative groups and the general public on environmental issues, with wide experience which includes engagement on Nuclear decommissioning, Oil-rig decommissioning, the Seven Tidal Power Strategic Environmental Assessment and implementing the Water Framework Directive
- Former CEO of Environment Council (TEC) where he directed pioneering work in developing stakeholder engagement to improve environmental decision-making.
- While at TEC he led the British Nuclear Fuels Ltd National Dialogue, for which TEC was awarded the Management Consultants Associations Gold Award in 2006.
- Board Member of the Association of Sustainability Practitioners.



Alistair Smith, Technology and Tools Specialist

- Manages our Brain-Pool Workshops and leads the development of our tools and methods for analysing the outputs of our distinctive supporting technologies.
- Specialises in programme management, knowledge capture, data analysis, creating well-visualised outputs, and Workshop reporting.
- Experienced in working with large complex organisations, in particular leading global projects to implement new internal IT systems to support business change and development.
- Early career with responsibility for IT strategy at corporate HQs in the chemicals and life-sciences sectors.



Nick Leigh, Information Technology Architect and Software Tool Developer

- Leads in managing the IT infrastructure for our Workshops and complex data sets.
- Develops IT tools to support our services and for clients to use subsequently.
- Specialises in designing tools for collaborative working in real and virtual meetings, IT Project Management, Software Development and Technical Support.
- Experienced in running workshops and conferences using interactive technology.
- Qualified in Computer Science from Imperial College, London.



Richard Fox, Learning and Facilitation Specialist

- Facilitates our Workshops on Building Networking Capability, and provides Senior Management Coaching.
- Specialises in personal and organisational development, including programmes to build management capability (e.g. in leadership, team working, managing change, and organisational learning), and building strategic partnerships.
- Certified coach, Neuro-Linguistic Programming practitioner, and Member of the International Association of Coaches. Associate of the Chartered Institute of Personnel and Development, the Institute of Management Consultants and Roffey Park Institute. Fellow of the Institute of Chartered Accountants.
- Early career as a partner with KPMG.



Ian Castle, Senior Consultant and Administration Manager

- Co-facilitates complex Workshops, where he provides the link between the lead facilitator, participants, analyst and technology team.
- Manages New Game-Plan's contracts, delivery teams of consultants and specialists, operations, and administration team.
- Specialises in creating our teams of consultants and specialists drawing on a wide network of diverse and high-quality people.
- Experienced in making distinctive use of tools to identify behaviours and management styles to fit particular engagements or client cultures.
- Experienced in enabling organisations to access external expertise, knowledge and talent, and especially in overcoming the difficulties which arise with traditional approaches to managing consultants, collaborations and interim managers.



Lois Bentley, Project and Risk Management Specialist

- Supports our Workshops and training programmes for Mastering Risk in project management.
- Specialises in analysis, facilitation, project-management and training.
- Experienced in working with diverse blue-chip companies and public-sector organisations, leading work to develop international standards for risk management and their practical application.
- Experienced in developing good management practice in the healthcare sector.