



Allan Crapper MBA Profile

Allan has over 40 years experience in Strategy Development, Operations Management and Human Resource Organisational Development at a strategic and operational level in the private and public sector e.g.

Private Sector (SMEs and Multinationals)

Manufacturing, Engineering, Gas Distribution, Health Care, Construction, Plastics, Automotive, Services etc

Public Sector

NHS, County Councils, Police Force, Probation, Parole Board etc.

Allan has also held posts in major organisations at Director and Senior Management level in multi-national organisations and SME's spending 13 years as UK Operations Senior Manager BOC Medisheild Pipelines

In recent years, Allan has worked for one of the big five consultancies Price Waterhouse Coopers and has also worked in several other small consultancies specialising in strategic planning, business process re-engineering, lean manufacture, human resource strategy, performance management organisational development and learning programmes He also ran his own company for 10 years

Qualifications

Chartered Member of the CIPD

Master of Business Administration (MBA)

Diploma in Management Studies (DMS)

Management Services (MIMS)

HNC Engineering

Core Functional Skills

**Business Strategy and
Development**

Operational Management

**Business improvement through
people**

**Management Systems and
Services**

**Organisational HRD/HRM
Development**

**Training Learning and
Development**

Coaching and Mentoring

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**Strategy Development
Change Management
Training & Development
Coaching
Project Management**

Projects

Currently

Introducing Lean Manufacture into Shawcross and Dickinson Ltd., Huyton, Liverpool along with a performance management process

Coaching and mentoring the MD of FM Solutions Services Ltd. A maintenance services and pipeline/equipment company in Sunderland

Provision of strategy development, management services, Business Process Re-Engineering using Change 4 methodology and human resource planning for CMS UK Crewe

Previous

Hill Graham Consulting Engineers Chesterfield, Organisational Development, Training, Management Development and Coaching, Personal profiling Team Building and development of a Performance Management System

Development of £20m turnover decentralised organisation covering Human Resources Strategy Marketing/Business Plans, Competitive Positioning, Voice of the Customer and Process Re Engineering ISO9001/2000 Performance Management System and integrated training programmes Barnwood Group Ltd., Derbyshire

Boot Computers Ltd., Nantwich, Business Planning and development of a Human Resources Strategy, Management training programmes, Coach and Mentor CEO, Process Re Engineering - IT software design systems and programming processes

CC Electronics Winsford Business Planning and development of Human Resources Strategy delivery of management development programmes and a performance management process. Mentor and Coach CEO and Marketing Manager Introduce Voice of the Customer and Lean manufacturing process Increase the effectiveness of the marketing and sales function

Development of Marketing strategies for SME's using Voice of the Customer in order to drive Business Process Re-Engineering Warrington and Cheshire Business Link

Delivery of World Class Manufacturing programmes to a group of companies and Business Link Advisors

Various Organisational Development programmes to improve organisational effectiveness

Brain Boxes Ltd Liverpool Chip manufacturers

Time 24 Ltd Derby Wiring looms

Harrington Caravans Ltd Cheshire

YC Caravans Ltd Doncaster

Capability assessment of a Senior Management team Using Thomas International Personal Profiling Analysis Determine balance of the team and blockers and enablers to effective team performance

Delivery of Learning Programmes for Coca Cola Eire

NE District Council Change Management Project – alignment of Executive Team, Senior Management team and Councillors and design and delivery of learning programmes to achieve the vision of the CEO

Delivery of 4 day training programme for Inspectors, Sergeants and Administrative staff Nottingham Police Force

Training and Management Development Programme for Executive team and line managers and Administration staff for a medium sized manufacturer of extruded edging Gradus Ltd., Macclesfield

Delivery of training and development programmes and implementation of a Performance Management system for design house Fluent Europe Sheffield

Team Leader Training and development programmes to support IIP Vickers Precision Machining

Small business recovery Introduce World Class programme to reduce costs of quality

Small business recovery including Marketing plans and consequent coaching of CEO in personal selling and delegation of operational duties to a new team Leader

Training of senior management and the Works Committee in Employee Relations and development of a Employee Relations strategy, for an Engineering company in the atomic power and aero-space industry

Ventron Technology Ltd Stockport marketing and sales, "Voice of the Customer" Process Re Engineering and Human Resource development Facilitation of effective teamwork to achieve company objectives