



Jim Yates BTech MBA CEng MCMI FIChemE

Jim Yates has over 30 years experience in the development and implementation of capital projects for the chemical industry. He has acted in Process Engineering, Project Management and Engineering Management roles in the consulting and contracting industry for most of his career. His experience has been gained predominantly in the Fine Organic, Food and Pharmaceuticals Intermediates Sectors. He was formerly Business Development Director for Ventron Technology Limited [Specialist Process Plant Contractor] and subsequently had marketing responsibility for the Pharmaceutical Sector for WS Atkins Process Division.



He has a particular interest in the initial development phases of projects and the linkage between strategic and project management. He recently co-authored a book sponsored by IChemE dealing with this important topic.

In recent years, he held board level roles in an engineering consultant/contractor taking responsibility for Human Resources, Information Technology and Marketing. [Details of specific accomplishments available on request]

He is also a tutor on various modules of the Open University Business School MBA course and has acted as a mentor on the Huddersfield University Management Development Programme.

Jim was appointed as a tutor / consultant to the Management and Leadership Development Programme offered by OUBS into major public and private sector organisations. He has been accredited to deliver the Hay Group Emotional Competence Inventory a 360 ° Feedback based psychometric tool.

Jim also acts as a personal and executive coach for a number of managers and business people across the public and private sectors.

Qualifications

Bachelor of Technology in Chemical Engineering with Management Economics with First Class Honours [University of Bradford – 1975]

Master of Business Administration with Distinction [The Open University 1995]

Chartered Engineer, Fellow of the Institution of Chemical Engineers

Diploma in Performance Coaching [Business] 2003

Certificate in Life Coaching 2004

Hay Group Emotional Competence Inventory Accreditation 2004

Core Skills

Project Management

Project Definition

Team Building

Performance Management

Engineering and Management Systems

Marketing

Change Management

Creative Problem Solving

Training and Development

Coaching

Facilitation

Mentoring

Telephone +44 (0) 161 487 3520

Fax +44 (0) 161 487 3520

Email jim@fulcrum-management.co.uk

Web <http://www.fulcrum-management.co.uk>

Business Development
Change Management
Training & Development
Coaching
Project Management

Relevant Projects and Services

- Development and implementation of a competence based performance management systems.
- Culture change programmes in professional services organisations to encourage entrepreneurial approaches.
- Culture change and team building programme for the reorganisation of maintenance in a process company.
- Sales and marketing support for the launch of a specialist technical service.
- Project Management Training
- Team development audit and improvement programme for a process company
- Development of competence framework for Business Development Personnel in professional services organisation
- Follow up investigation for employee attitude survey in a manufacturing company to identify areas for improvement and recommend actions. [Repeated 18 months later to assess improvements.]
- Business Development, Marketing and Sales training for a systems development company
- Internal communications improvement facilitation for a process company
- Project commercial procedures design, development and delivery, Pharmaceutical Manufacturer.
- Assistance, advice and training for a district council and a University introducing formal project management processes based on the PRINCE Methodology
- Assisting a process company with the introduction of behavioural based appraisals for front line staff / supervisors
- One to one coaching for managers and individuals / businesses seeking new direction and opportunities
- Advice to an international process company on the structuring of a major capital project
- Design, Development and Delivery of workshops on Project Risk Management for a major pharmaceutical manufacturer.
- Interim management role as Project Coordinator on a €100 Million plus capital investment programme. Managing team recruitment, team building, systems development and procurement / commercial management of major installation contracts.

Relevant training

Open University MBA including:-

- Managing People Module [Foundation Course]
- Strategic Management
- Human Resource Strategies [Elective]
- Creative Management [Elective]
- Performance Measurement and Evaluation [Elective]

Investors in People – Internal Champions Course [Stockport and High Peak TEC]

Various updates on Employment Law and related topics

Diploma in Coaching for Business Performance

Certificate in Life Coaching

Hay Group Emotional Competence Inventory

Publications

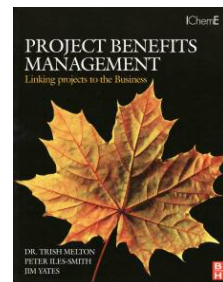
- 1978 Success in Capital Projects [with M Snowdon]
- 1993 The application of BATNEEC to Pilot Plants
- 1994 Redesigning Project Engineering
- 1995 Multiskilled Chemical Engineers in Process Plant Contracting
- 1996 The role of Chemical Engineers in Pilot Plant Design and Operation*
- 1999 Integrating Strategic and Project Management
- 2002 Constraint Or Self Restraint - Getting Value For Money In Capital Investment [with K Plumb]
- 2003 Project Efficiency in a Regulated Environment
- 2004 This is Your Life – Continuing Professional Development for Chemical Engineers
- 2003 Creative approaches to project scoping
- 2004 Lean Mean Fighting Machine or Corporate Anorexic – with Steve Hales

All papers presented to Institution of Chemical Engineers Symposia except [*] Royal Society of Chemistry

- 2000 “Piggy in the middle” a review of the prospects for mid-sized process contractors The Chemical Engineer
- 2007 Co-Author “Project Benefits Management – Linking Projects to the Business” Published by Heinemann Butterworth December 2007

Jim’s main contributions were on:-

- The link between business drivers, strategy and project selection
- The decision making process [stage and gate approach]
- Project evaluation / justification.



- 2008 Intention into action - A comparison of approaches to strategy implementation in the UK Fine Chemical Industry – with Dr P McGovern. Presented to the Irish Academy of Management Annual Conference, Dublin, September 2008

Clients

Private Sector

Small to Medium Enterprises

Axiom Laboratories Limited	-	Ellesmere Port
Association of British Credit Unions	-	Manchester
Barclay Leisure Limited	-	Macclesfield
Brooking Consultancy	-	Chester
HG Systems	-	Chesterfield
HMH Marketing	-	Chorley
Harrington Caravans Limited	-	Cheshire
Jenny Trickett Limited	-	Cheshire
Le Monde Petite	-	Burnley
Manchester Care and Repair	-	Manchester
Perry Nicholls Limited	-	Manchester
Profit Optimiser Limited	-	Burnley
SynProTec Limited	-	Manchester
Studley Engineering Limited	-	Liverpool
William Turner and Sons	-	Stockport

Public Companies

AMEC	-	Warrington
Associated Octel	-	Ellesmere Port
Astra Zeneca	-	Nationwide
Bovis Lend Lease Pharmaceuticals	-	UK and Ireland
Cargill plc [formerly Cerestar]	-	Manchester
Cargill Power and Gas	-	Geneva, Switzerland
Express Energy	-	Birmingham
Expamet International Limited	-	Hartlepool
O'Hare Engineering	-	Runcorn

Public Sector Organisations

Cheshire Probation Service	-	Chester
Confidential District Council	-	East Midlands
Huddersfield University *	-	Huddersfield
Humberside Probation Service	-	Beverley
North East Derbyshire District Council	-	Chesterfield
North Wales Police Service	-	Colwyn Bay
Nottinghamshire County Council	-	Nottingham
Nottinghamshire Constabulary	-	Nottingham
Parole Board for England and Wales	-	London
Sheffield University	-	Sheffield
Suffolk Probation Service	-	Ipswich

* Pro bono work