

Mike Barnato, The Richmond Group

Helping organisations #ThriveNotDive through managing business, programmes, organisation, HR, strategy & marketing.

Experience of business, government, not for profit & community, scientific, professional & regulatory organisations,

Work as Chair, non-executive, consultant, coach & interim manager. Including: 45 coaching projects, employment at 3 world class organisations, 200 consulting & 22 interim management projects.

Assignments include: leading Stakeholder Engagement, Strategic Partnerships, Arm's Length Organisation, Regulatory Effectiveness, Commercialisation, Integrity, Risk management, Organisational Restructuring, Transition & Change, and Complex Programmes & Portfolios

Understanding of balance between challenge & support, getting best out of high intellect workforce, developing mindset and behaviour, & listening to diverse voices & views.

WORK

Mike Barnato, Strategist, Coach, Storyteller, Speaker on business, people, strategy & marketing: 2015 – date
Strategic advice on recruitment of a CEO, managing conflict, coping with COVID & on identity & branding to 3 charities.
Advice on governance, leadership & strategy to environmental group & membership organisation.
Speeches at Metro Bank, a Wellness Conference, Organisation Design workshop and on leadership.
Coaching a CEO, Chair, founders of a sports company & the Chair of a membership organisation

Richmond Group of Independent Management Consultants, Director: 2020 to date
Chairing Council & leading team to revitalise the long established professional group at a time of transition & challenge

Bankside Open Spaces Trust, Director: 2019 to date
Jointly leading on HR & organisation, mentoring CEO & advising on governance

KLS (a community based membership charity), Chair, then President: 2010 - date
Led HR, staff and volunteers, balancing commerciality with purpose. Now on marketing, top team working & governance.

Smarter Working Limited, Interim Manager: 2000 - 2010
22 successful assignments as Director/Head. Achieved major sustained performance improvements in HR, organisation, recruitment, stakeholder engagement, marketing, transformation, change, programmes, operations & risk.

Strategy & Marketing Partners, Owner, London: 1998 - 2010
Helped clients create and seize business opportunities by improving strategy, marketing, quality, sales & processes.

Performance Partners, Managing Partner, London: April 1991 – 2004
Diagnosed, designed & delivered large change/transition programmes in high profile, complex situations with conflicting views - including people, culture, structure & processes.

Indevo, a European alternative to McKinsey, Director, London & Sweden: 1989 - 1991
Improved strategy and performance for multinationals like FIAT, Nissan, Stena & SKF.

KPMG, Group lead: 1985 - 1989
Led large multi-disciplinary consulting teams, reviewing financial management, strategy and performance. Also developed value for money reviews, including reviews of overhead costs for KPMG itself.

British Gas, Head of Pricing & Planning. Adviser on Privatisation. Head of Efficiency Unit: 1978 - 1985
Advised CEO & external FDs on privatisation & created efficiency reviews in traded public sector. Achieved major cost & revenue improvements. Youngest senior manager. Secondments to PA and to Marks & Spencer.

Unilever, Assistant Business analyst. Macro Economist. Strategic Planner: London & Holland: 1971-1978
Improved knowledge of competitors & forecasting. Youngest overseas seconded.

LEARNING

Memberships/CPD	Fellow, Institute of Consulting. Certified Management Consultant. Liveryman, Worshipful Company of Marketors, Freeman, City of London. Ongoing learning & research programme.
1979-1981	Chartered Governance Professional (ACIS) – Prizewinner, distance learning, self-funded
1976-1978	Barrister-at-Law – 2 nd place in Part 1, distance learning, self-funded
1976-1978	Brunel University, UK – M.A. Economics, Part Time.
1968-1971	Nottingham University, UK – B.A. Hons Industrial Economics, 2:1, faculty prize, HR prize

INTERESTS

- Published author on leadership, people, strategy, projects, life and martial arts in business journals, social media (aiming for 3000 impressions a day) & <https://mikebarnato.wordpress.com>
- Prize winning speaker on business, life and sport, combining stories, tools, motivation & entertainment.
- Active practitioner of martial arts & calisthenics; career break in 2010 due to oesophagus cancer.

PERSONAL

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