



What people like and admire about me...

- Others like my open, friendly personality, sense of humour and willingness to support and help others.
- Others admire my record of success, my broad and deep knowledge / experience in organisational leadership and management and my appetite for continuous learning and improvement

What's important to me...

- My family – I am married to Katharine and have three adult children.
- My work – I am involved in a 'portfolio' of activities that include management / change consulting, teaching and management of a social investment fund.
- My play – I am interested in sport and a keen golfer.
- Across all areas of my life, it is important to me that I engage fully and aspire to give of my best at all times. I am demanding of myself and supportive of others – particularly about being effective (doing the right things) and efficient (doing things 'right' or to the best of your ability).

How to support me well at work...

- Take time to explain purpose and objectives of the organisation, intended outcomes for service users and why the organisation is designed as it is.
- Help me understand my role and responsibilities and how I can best contribute to achievement of organisational purpose and objectives.
- Communicate openly and honestly around performance – what is going well, what is going less well – and the data that informs performance analysis.
- Engage in open debate around measurement and achievement of outcomes.
- Commit to continuous improvement efforts.