

Steve Lobley

Steve is a highly experienced General Manager with wide, director level managerial, operational, business sales and marketing exposure. With over 20 years in a major multi-national corporation in the performance textile industry and subsequently in the private and public sectors working with SMEs, he has a strong grounding in manufacturing processes and plant management, as well as people, change and business management.



Steve has worked globally, particularly in the Far East and USA, and has experience of international marketing and sales; strategic planning; organisation, people and product design as well as change and innovation at a corporate level.

Steve is a qualified coach and combines his extensive business and leadership experience with a strong drive to help business owners and leaders increase their own and their businesses performance

Selected companies/clients

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|---------------------------|----------------------|
| Dunlop Slazenger & Wilson | World Snooker Assoc. |
| Beard Construction | GFirst LEP |
| Hameln Pharmaceuticals | GWE Business West |
| Bladeroom | |

Selected accomplishments

- Progressed from Graduate to Managing Director of a business in major multi-national specialist Textile Corporation in 9 years, through fast track career development and operational and managerial success
- Successfully managed the continued running and rebuilding of two manufacturing plants, involving £5M capital expenditure and large scale project management
- Secured and sustained 100% of business from a world leading sport equipment manufacturer's premium product line
- Developed operational excellence within a £15M business including cost, quality control measures and HR development strategies
- Developed an innovation culture that resulted in the achievement of 60% of sales from products introduced in the last 5 years, up from 20%
- Instigated, developed and commercialised a completely new product and technology combination, resulting in a new patented product line
- Won the Japanese Institute for Plant Maintenance (JIPM) Award for superior manufacturing performance linked to business results, one of the first textile businesses in Europe to do so
- Reorganised a 40+ team of business advisers across the South West and their engagement with SMEs into cross functional and geographical teams, producing higher performance and improved customer satisfaction
- Developed and delivered the highly successful Strategic Development Programme for High Growth businesses across Gloucestershire, Wiltshire and the Bristol area.
- Led a senior management team in reorganising and developing a completely new branding strategy for the Far East market
- As interim Chief Operating Officer at a high growth Modular Data Centre company, worked with a highly skilled and experienced team to enhance and develop the systems and processes that would deliver future success. Using Japanese Kaizen methodology developed a robust and effective visible continuous

improvement culture with team working and Standard Operating Procedures as the norm. Supply chain management, market and customer development, with improved key measures for tracking success, as well as robust follow up and systematic planning delivered successful engagements with new clients. Regular reviews and performance measures were installed to take each team and the business forward with short and long term goals and planning. Ownership, accountability and effectiveness were set as key cultural norms and silo removal and cross functional team working developed.

Previous executive roles

Chief Operating Officer, Managing Director, Operations Director, Area Director, Manufacturing Manager, Plant Manager

Specific coaching experience examples

- Coached and mentored a large project team in the complete rebuilding and development of their operational facilities Supported a project team and a number of key managers to develop new products with IP and technology investments Coached a number of team leaders to manage a wide variety of advisers across a large area delivering business advice to SMEs in a completely new way
- Coached over 20 ambitious senior leadership teams in developing their business strategy, mission, vision and action plans
- Coached the Chief Executive of a large Public Sector body through the implementation of a major organisational change including a new delivery structure
- Business coaching of a number of owners and leaders in High Growth businesses
- Coached key people and teams in a construction business for the next stages of management and operations

Education and professional positions/qualifications

- Practitioner Diploma in Coaching and Mentoring (Quiver Management Ltd, an EMCC Accredited Programme)
- An approved Growth Accelerator & High Growth Coach; and a Leadership & Management Training Provider Accelerated Development Programme (London Business School)
- Marketing Strategy Programme (Chartered Inst. of Marketing)
- Situational Leadership (Ken Blanchard Company)
- Total Preventive Maintenance (Japanese Institute for Plant Maintenance)
- BSc in Management Leeds University

Testimonials

President at G3

'Steve has the unique background and experience to apply proven business models and strategy to a broad set of market applications for scale, supply chain leverage, and operational performance. We found our relationship with Steve to be very effective'

Managing Director at Quiver Management

'Steve attended our coaching and mentoring training courses and we quickly spotted that he is a talented coach. With his senior management background, extensive experience helping business owners and excellent reputation, he was an ideal fit for our team of associates. During his time with us Steve proved an enthusiastic and motivating team member, who contributed significantly to the business. I recommend Steve highly'

Chief Executive at GFirst Local Enterprise Partnership

'Steve helped with the formation of Gloucestershire LEP putting in place structure and governance models as well as coaching the senior management team and facilitating a strategic planning process for GFirst. Steve is a great strategic thinker who really helped our business and engaged with staff and stakeholders alike'

High Growth Business Coach at Business West

'Steve has been my coaching mentor and has improved my practice beyond measure. I was also employed by Business Link when he was the Operations Director. His supportive, enthusiastic and down to earth approach is backed up by extensive experience of business. Steve is a talented coach & mentor and a natural leader'

Head of Marketing, Sift Media

'Steve is a natural leader who excels at creating shared visions, providing direction and driving plans that align teams to common goals. From strategic thinking and planning to coaching and mentoring, Steve is able to focus those he works with to achieve objectives whilst ensuring the development and learning of individuals - the sign of a great leader. Steve has a practical, hands-on approach combined with a passion for performance and results. His direction, open approach and support for my development made my time working with Steve inspiring, motivating and rewarding. Steve is a great person to have within your business'

Marketing Manager at TasteTech Ltd

'I have worked with Steve over the past few years and am always motivated by his enthusiasm.... It's contagious.

He will always lead and encourage people to follow, even those who are cautious. His dedication to people means he will go out of his way to support others in their quest for personal development and this is the quality which I admire most.

I would highly recommend Steve to any organisation looking to achieve its objectives'

Office Manager (H&S, Quality & Enviro Rep.) at Bladeroom Group Ltd

'Steve is an excellent communicator who can influence others to his way of thinking. I thought that he always asked the right questions and listened to the answers before drawing out his opinion. Steve displayed an enthusiasm for what he believed to be right. That enthusiasm was very motivating and pushed people towards achieving results. Also, his attention to details was very impressive, nearly as impressive as his knowledge and expertise'

I think Steve was a very good leader and it was a pleasure to work with him

Practice Business Manager

'Pragmatic, honest and a driver of success describe Steve. Despite knowing all the 'theory' Steve has a way of translating this into an understandable language that all levels can buy in to. A natural leader who naturally attracts followers - I recommend him highly'

Strategic Planner; Coach in Leadership and Sales & Marketing; Mentor to aspirational individuals

'I have worked alongside Steve with a number of clients and have complete trust in his open approach and ability to breakdown complex commercial issues by using best in class examples as well as insights from his own experience and learning'

