

Summary

Peter Desmond has had 35 years experience as a finance executive: 15 years in the corporate sector and 20 years as an interim finance director, consultant and trainer working cross-sector with corporates and SMEs in the UK and Africa. His strengths include handling tricky situations, speaking his mind and getting the best out of people.

Key Skills

- Coaching high growth businesses and organisational leaders
- Managing financial information and control systems
- Designing and implementing management information systems
- Planning and forecasting business performance
- Developing and implementing business strategy
- Leading and motivating finance teams
- Facilitating cross-functional working
- Creating corporate social responsibility policies and practices

Experience

As a Management Consultant (examples of projects as co-owner and director of Growth International since 1991)

Client (Business)	Dates	Projects	Scope	Impact
The African Pulse <i>(UK Charity working in Southern Africa)</i>	2010 - 2012	Youth Action Xchange – EU funded HIV & AIDS education project linking schools in Europe and Africa using internet & cell phone technology	Expenditure and cashflow management; liaison with partner; staff coaching; fundraising	Keeping project on track within financial constraints; £45,000 funds raised to match £175,000 from the EU.
30 Small and Medium-Sized Enterprise owner / managers	2008 – 2010	‘Train to Gain Leadership and Management’ grant programme	Coaching and mentoring business owner / directors on strategic issues	Solutions developed which increased personal confidence
Methodist Church <i>(Head Office of national charity and Christian church)</i>	2008 – 2010	Organisational reviews of Finance Office and Property Office; 4 x interview Panels; team building; coaching senior manager.	Stakeholder consultative approach to determine the most effective structures for Finance and Property	Restructuring of the two offices with fewer staff, improved systems, and integration.
Virtue Fusion <i>(On-line bingo software development)</i>	2008 - 2010	2 x board away days; coaching senior manager; performance measurement framework and metrics scorecard.	Working with the MD to create a culture of performance and accountability across the company	Measures which linked with key corporate objectives; increase in cross-functional working.
Roehampton University <i>(Higher Education)</i>	2008	Citizen 2020 – to engage companies in a project to encourage good citizenship in the workplace	Research and promotion of project to 100 companies in West London	Database of companies engaged was handed over for RU to sign up to C2020
23 Small and Medium-sized Enterprise owner / managers	2006 – 2008	‘Access to Finance’ grant programme which provided government support to businesses	Preparation of business plans and introduction to range of funders	Offers achieved for 50% of clients; others were provided with strategic advice
Creation and Development of 3 niche management consultancies	2000 - 2008	Co-Founder and Chair of Board of Infiniti Resources Ltd, Gerard International Ltd, & Prismatic Leadership Systems Ltd	Improved finance systems, control and funding, business ethics & values training, and leadership learning.	Advice and support to CEOs of 45 SMEs and public sector bodies to enhance corporate governance and control.
Tomorrow’s Company <i>(Think-tank / research)</i>	2000 - 2009	Performance measurement; sustainability reporting; corporate governance; leadership.	TC research projects taking inclusivity into business e.g. “Beyond Accounting”	‘Enlightened shareholder’ approach to directors’ duties in 2006 Companies Act.
Braitrim UK Group <i>(Packaging)</i>	1997 - 1999	Group-wide performance measurement, systems, and reporting framework.	With business unit directors and their teams developed bespoke scorecard	Increased cross-department working; improved control over business activities; improved team performance.

As an Interim Finance Director

Organisation (Size)	Sector	Position	Dates	Period	Role	Achievements / Activities
RedR UK (Income £5m)	Humanitarian worker training	Interim Finance Director	2013	8 months	Member of SMT; cashflow; finance systems improvements	Improved management account production; cashflow control in tight environment; new collaborative approach to annual report creation.
Tearfund (Income £65m)	Christian relief & development charity	Interim Finance Director	2010 – 2011	10 months	Leading team of 15 people; member of SMT; all matters finance; support front-line.	Integration of finance teams to support operational staff; improved forecasting; new format for annual report; mentoring colleagues.
N1 Creative (T/O £1m)	Brand Communication & Design	Part-time Head of Finance	2007 - 2010	3 years (1 day per week)	Cashflow; strategic planning; forecasting systems; mentoring Financial Controller	Managed 3 periods of cashflow challenges; with MD rationalised business and developed strategy; finance systems and forecasting.
Royal Town Planning Institute (80 Staff)	Professional membership body and charity	Acting Head of Corporate Planning and Resources	2005	6 months	Managing team of 15 people: Finance, HR, IT, and Facilities	Year-end accounts; compilation of budget and forecast; selection and implementation of new accounting system
Inbucon Group (T/O £3m)	Executive Compensation	Interim Head of Finance	2002	12 months	Leading team of 3 people and part of management team	Restructuring group; year-end accounts; budgets and forecasts; systems development; operational support to directors.
Business Link for London (T/O £11m)	Government-supported SME advice	Project Manager Interim Finance Controller	2001	4 months 8 months	Closure of 9 and opening of 1 new Business Link Leading and managing newly formed finance team	Integration of 9 separate entities into 1 liaising with key stakeholders Establishing new Finance Department and systems and recruit staff
Business Link London City Partners (T/O £2m)	Government-supported SME advice	Head of Finance & Admin	1999 / 2000	18 months	Leading a team of 10 people in Finance, Quality and IT	Financial management; year-end forecasting; business planning; management information project; member of management team and attended board meetings
Dower Green Holdings Ltd (T/O £12m)	Clothing supplier to fashion retailers	Interim Financial Controller	1997 and 1999	6 months	Production of financial information and analysis for Finance Director	Monthly, group management accounts; budgeting and forecasting; head office accounting; IT systems development.
Information Management Resources Ltd (T/O £5m)	Computer software development	Interim Finance Manager	1996 / 1997	12 months	Management of accounts function and liaison with other departments and USA	Completion of two year-ends; due diligence for take-over; group restructuring; recruitment of staff; new accounting system.
Rechem International Ltd (T/O £10m)	High temperature toxic waste incineration	Interim Finance Director	1994	9 months	Financial management and reporting to Shanks & McEwan head office	Monthly management accounts; year-end; budgeting; 5 year plan; development and management of three site computer network installation.

As a Finance Executive

Company (Location / Turnover)	Position	Dates	Achievements
Burton Group plc (London / £1,500m)	Financial Controller (Burton Retail, Champion Sport, Top Man / Top Shop)	1988 - 1991	Developing a management information system for Board; creating a branch and product profitability database (10% cost saving); assessing viability of new store acquisitions; team of accountants reviewing merchandise financial performance.
Cooper Estates Ltd (London / £20m)	Group Finance Director	1986 – 1988	Hands-on management of group investment in creative design agency including successful withdrawal of complex liability; redesigning computer systems and management information systems; devising corporate structures and financing for property developments.
Mitchell Cotts Group (London & Johannesburg)	Finance Director – Freight Division (£20m) Group Accountant (£150m)	1984 – 1986 1983 - 1984	Managing and motivating a team of 30 people in the accounting and systems departments; evaluating and recommending alternative Freight Operations Systems (facilitating business expansion); installing customer profitability system (low profit contributors reduced). Investigating cash generation and profitability of subsidiary companies.
Price Waterhouse (London & Johannesburg)	Audit Manager	1977 - 1983	Managing teams of up to 10 staff on audit and special assignments; training students towards accountancy qualifications; investigations and acquisitions.

As a Trainer

Organisation (Country)	Sector	Training Course
Hemsley Fraser (UK)	Training	The Balanced Scorecard – open / in-house x 12
BizLiteracy Solutions (Ghana)	Training	Corporate Governance / The Balanced Scorecard – 2x open & 1 x in-house courses
Tearfund (UK)	International NGO	Leadership Skills – 2 weeks in South Sudan with 121 mentoring in person and via skype
Atisreal (UK)	Property	Finance for Non-Financial Managers – 3 x in-house courses
Npower (UK)	Energy	Finance for Non-Financial Managers and business board game – 2 x in-house courses
University of Cape Town (SA)	Graduate Business School	Executive Leadership Programme – 1 x 2 week open course
University of The Arts (UK)	Graduate Training	Finance for MA in Marketing – 3 x open course
ICAEW	Chartered Accountants	Introduction to Corporate Social Responsibility – 1 x open course
Association of Chief Police Officers	National Police Training College	Strategic Command Ethics Course for Assistant Chief Constable – 2 x in-house courses

Software Knowledge

Product	Experience
Access Accounts	Implementation
Navision	Implementation
Paprika / Rebus	Reviewer
Sage Line 50	User
Lotus Notes	Implementation / User
MS Office	Intermediate User

Qualifications

Title	Institution	Date
MA(Oxon)	St Edmund Hall, Oxford	1977
FCA	Institute of Chartered Accountants	1980
MBA	Sheffield Business School	1992
FRSA	Royal Society of Arts	1995
MA (student)	Institute of Development Studies	2015 (Exp)

Interests

Tennis, photography, cinema, business ethics, sustainable development, Tomorrow’s Company, Christians in Consultancy Group.