

## Profile

LinkedIn  [uk.linkedin.com/in/stantonattree](https://uk.linkedin.com/in/stantonattree)

Stanton is strongly positioned as a business consultant/analyst to provide a rigorous, objective, holistic and integrated business improvement service through having 25 years of experience in analytical roles strengthened by practical integration of tried and tested business school thinking. "I am enthusiastic about bringing real and sustainable improvement to organisations based on the long-term 'big picture' built on evidence of the root causes of challenges and realistic opportunities; for me, this means injecting analysis and recommendations with consideration of people, management, leadership, organisation strategy, marketing and communications, operations management, HCM and organisation design, culture, business processes/rules, policy, change management, performance management and information management."

Personality: A creative and intuitive strategic and conceptual thinker. Myers-Briggs MBTI: INTP; Belbin type: Plant; StrengthsFinder 2.0: 1. Learning, 2. Futuristic, 3. Ideation, 4. Strategic, 5. Intellection.

Key software: Minitab, SPSS, SIMUL8, iServer, Microsoft office 2013 including Visio and Project.


## Achievements

- LEAN Six Sigma Green Belt certification (Catalyst)
- Passing the Open University's Professional Certificate in Management enabling access onto the MBA programme.
- ILM Level 5 Award in Management as part of the corporate leadership development training programme.
- Final year of BA (hons) Business Studies.

## Work History

 **Finance Services Business Analyst** - University of Exeter  
Exeter, United Kingdom - FTC - Jun 15 - May 16


Responsible for source to pay (S2P) requirements and process modelling (from e-procurement through sourcing, quotation, requisitioning, ordering, invoice matching and payment). Also modelling links with financial and management accounting processes such as financial reporting, budget planning and forecasting. Experience of procurement process: tender documentation, requirements specification and bid scoring.

 **Change Officer** (Secondment) - Viridor  
Taunton, United Kingdom - Secondment - Mar 15 - May 15

Responsible for running the South West, Trading and Scottish change champion networks which included running and facilitating workshops on change readiness using training scenarios. Used Salesforce Change Scout software to manage interventions, projects and stakeholders.

 **Business Analyst** - Viridor  
Taunton, United Kingdom - Permanent - Nov 13 - May 15

Responsible for facilitating SAP SD/IS-WR workshops, given increased responsibility for coordinating contract business analysts, requirements engineering, BPA/BPMN process modelling, data modelling, facilitation of process leads and owners and capture of cultural change impacts during an enterprise wide transformation supported by SAP HCM/FI/CO/PM/MM/PS/SD/CRM/IS-WR. Leadership of enterprise architecture tool adoption (Orbus iServer).

 **Senior Business / Process Analyst (BPM / BPMN)** - Devon Somerset Fire Rescue Service  
Exeter, United Kingdom - Contract/Temp - Public Sector - Aug 11 - Nov 13

Responsible for embedding a process oriented culture via BPM and SOA and facilitating and leading the improvement of business processes across the organisation. Developed a holistic business analysis approach, team structures, plans, document standards, tools and techniques (BPM and LEAN six sigma) to organise the roll-out of process orientation. Particular successes include AGILE presentations, process discovery workshops, Integration of BPM / AGILE project approach and 'process enablers' concept for capturing 'As Is' models and designing 'To Be' models as well as being used for problem definition. Also utilise IBM Blueworks Live for BPMN 2.0 modelling for execution in IBM Business Process Manager (Lombardi). Developed team internal marketing plan and implemented using Microsoft SharePoint 2010.

Independent Consultant - Business Consulting Exeter, United Kingdom - Self-Employed - Jun 11 - Present

Offering management consultancy to private and public sector organisations in the South West UK. So far provided recommendations to a construction company in Plymouth on systems rationalisation and ERP.



Plymouth City Council – Corporate Performance Management Officer  
Plymouth, United Kingdom - Permanent - Jan 07 - Jun 11

Working closely with assistant directors, service managers, finance and performance colleagues to manage Adult Social Care performance. Leading improvements to Corporate Performance Reporting and Business Intelligence capability. Co-created a performance framework for Culture, Sport & Leisure whilst regularly working with Assistant Directors to ensure they embed performance management into their management culture. Completed an Options Appraisal around improving efficiency of Adult Social Care. This involved cost modelling the organisation and recommending optimisation of organisation structure, processes and systems. Lead a project to investigate Business Intelligence requirements and presenting/facilitating a large workshop involving personnel from across the authority in the Plymouth Guildhall. Delivered a presentation to the Chief Executive and other members of the Council Management Team (CMT) including a video presentation that I produced and edited.



Plymouth City Council - Lead IT Principal Officer  
Plymouth, United Kingdom - Contract/Temp - Jan 05 - Jan 07

SAP R/3 HR/Payroll data migration. Migrated 14,000 payroll records from legacy Mainframe to SAP using a bespoke ETL system utilising LSMW. Leading three IT staff in production of data extracts and specification of system interfaces. Production of estimates and data migration team plans, risk logging and analysis. Good working relationship with key stakeholders. Requirements Analysis & Specification of organisation, enterprise, personnel and pay scale structures. Owner of a number of business papers and responsible for gathering requirements from the organisation during workshops and other meetings. Identification of legacy data structures and conversion to My SAP configuration (e.g. org. units, personnel area/sub areas, employee sub groups, wage type models, pay scale types/groups/levels and Wage Types).

Managing Director - Attree Consulting Limited  
Self-Employed - Feb 00 - Jan 05

Responsible for running the business (accounts, Inland Revenue, VAT & Companies House). Responsibilities include marketing / advertising the company's services, selling services to clients (telephone & face-to face), project management of client projects (estimating & planning using MS Project), consultancy/business analysis, business/system analysis. Attree Consulting delivered hardware, software and network solutions and support to small private sector companies and individuals and has delivered bespoke system development to a local government client.



Consultant - Design Authority - CMG UK Plc Now Logica  
London, United Kingdom – Permanent - Feb 97 - Jan 00

Design Authority of a multi-£m project for gas de-regulation – which involved reverse-engineering requirements, relational database design and IT application design specification. Moved on to pre-sales and business analysis/consultancy roles with many large utilities clients. Responsible for running client workshops and business process mapping and system integration/migration. I lead a team of two CMG consultants and two client staff on a system audit/consultancy project. I also identified sales opportunities and wrote proposals, which were accepted by the client. Involved in the Management Consultancy special interest group (SIG).



Coordinator Team Leader - BancTec UK Limited (Banking / Financial Services)  
Washington D.C, United States / Amersfoort, Netherlands – Permanent/Contract - Jun 95 - Jan 97

Coordinated the US development team. This involved monitoring code quality and especially source code and release control. Set up and lead the system development team in the UK, with a team of two. Worked on a cheque clearing/archival system for the Dutch BankGiroCentrale. Acted as an Informix Online Database Administrator (DBA), particularly system performance tuning, as well as providing recommendations to the project manager and client.



Consultant - Trace Computers Plc  
Contract/Temp - Jan 95 - Jun 95 Informix Online DBA/Performance Tuning

Responsible for Informix database administration and HP-UX administration. Also acted as a support programmer on an existing development.



Analyst Programmer - United Parcel Service UPS  
Permanent - Dec 92 - Jan 95

Started as a system administrator (ICL DRS/NX UNIX) and was promoted to an Informix 4GL Analyst/Programmer at the head office. Developed and migrated two new systems for the Human Resources and Accounts departments.

## Education



Open University, United Kingdom 2011 – 2015  
BA (Hons) Business Studies (2016) (2.1 guaranteed) / Certificate in Management (2012)

Managing 1: Organisations & People (B628), Managing 2: Marketing & Finance (B629), Managing 3: The Integration Challenge (B690), Making Sense of Strategy (B301), Identifying Entrepreneurial Opportunities (B322), Making it happen!

Leadership, influence and change (B204), Business Organisations and their environments (B201), Business functions in context (B203), Introduction to Bookkeeping and Accounting (B190), Introduction to financial services (BD131).



Institute of Leadership & Management, Plymouth, United Kingdom 2009 - 2010 ILM (Level 5) Award in Management

North Warwickshire College of Technology & Art, 1986 - 1998 B/TEC National Computer Studies

## Training



QA, London, April 2014 ISEB/BCS Requirements Engineering



Catalyst Consulting, London, March 2013 LEAN Six Sigma Green Belt



Vanguard, Exeter, United Kingdom, July 2012 Systems Thinking



IRM UK Strategic IT Training, London, United Kingdom, October 2011. Working With Business Processes (Alec Sharp)



IBM, London, United Kingdom, September 2011. Process Modelling with IBM Business Process Manager



University of Plymouth, Plymouth, United Kingdom, May 2007. Advanced Project Management (Masters Level Module)



APM, Plymouth, United Kingdom, 2005. Project Management PRINCE2 Foundation

Mara Consultants, London, United Kingdom, 1997-2000. Consulting Skills; Project Management & Leadership Skills; Interviewing Skills.

## Contact Details & Other Personal Details

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Date of Birth: 08-Jun-1970  
Gender: Male  
Marital Status: Married  
Primary Nationality: British  
Driving Licence: Full