

**Tackling the Global Talent Shortage**

**A conference for business and education**

**with the aim of encouraging greater investment in the future workforce**

Wednesday, 25th March 2015

The Lights, Andover

**SPEAKER BIOGRAPHIES**

**Roger Tetstall – Chief Executive, Test Valley Borough Council**

Roger has been the Chief Executive of Test Valley Borough Council since 2003. He is responsible for some 500 staff and is accountable to the 48 democratically elected councillors who make up the Council.

Roger has led a major programme of change in the Council, focusing on maximising the organisation’s capacity and on its impact in the community. He has consistently prioritised sustainable economic growth and jobs in the Borough.

He is passionate about investment in Test Valley - both in the borough’s economy and also in its people, communities and environment. He was involved in setting up Andover Vision which has worked tirelessly to build links between business and education. He has sat on the Vision Board since its inception in 2005.

Roger has a legal background. He has previously worked as a solicitor in private legal practice in London and at the North Lambeth Law Centre. He moved to Test Valley from his position as Head of Legal and Democratic Services at East Hampshire District Council.

**Jason Wiles, Managing Director, Perfect Bore Manufacturing Ltd.**

Jason served 14 years in the Armed Forces where he qualified as a Chartered Management Accountant and Chartered Secretary.  He then worked as a Finance Manager and Finance Controller for UK companies wholly owned by US corporations for 5 years, involving extensive travel through Europe working with sister companies.  For the past 10 year he has been with an SME where he now sits as Managing Director of Perfect Bore Manufacturing Ltd.

**Lee Parker – Lloyds Banking Group**

Lee Joined Lloyds Banking group, to work as a processor, in 2003 through a local temporary recruitment agency; he was offered a permanent contract a year later which he accepted. The Bank supported his development to enable his transition to Front Line management.  Lee’s career progression went from strength to strength, building on his capability and versatility within the Group and increasing his knowledge and understanding of the Group’s business. In 2010 he moved to India, taking responsibility for a high proportion of our Offshore Operations. Lee has subsequently moved back onshore and is currently looking after the Andover Site supporting over 29 million Retail customers with a team of over 500 colleagues reporting through to him. He has vast experience in Operational management at all levels, Supplier Management, delivering Offshore Capability and nurturing talent. Lee lives in Andover with his partner Laura and young son Louis

The Lloyds Banking Group vision is to be the best bank for customers. This means being the best for families, for businesses, for our people, for investors and for our communities. Our purpose is to help Britain prosper. As the UK’s largest retail and commercial bank, we have a relationship with nearly every home in the country and   with many businesses too. We play a vital role in supporting our customers, the communities in which we operate and the UK economy.

**Crescens George – BeWiser**

Crescens George is the Director of Learning & Organisational Development at Be Wiser Insurance, an independent insurance broker based in Hampshire. In his current role Crescens drives a highly lucrative talent development programme and is committed to investing in home grown talent. He has worked hard to implement a range of school, college and university leaver schemes over the past 3 years.

Crescens started his career as a sales consultant in 2002 with emphasis for Zurich Financial Services. Crescens quickly moved to the training team where he found his passion for working to develop people.

In 2008 Crescens moved as the head of sales operations for Zurich before moving to the UK in 2009. Since 2009 Crescens has worked with Ageas UK, in Learning & Development manager roles and learning project teams before starting his current role with Be Wiser in 2012.

Crescens’ ethos is not to look for the finished product in his employees, but to identify and celebrate the potential each individual has, and help shape their skills and experience through various professional development initiatives. He is particularly interested in organisational design and development aspects of HR practices, and outside work enjoys photography.

About Be Wiser

Be Wiser Insurance is an independent Insurance Broker regulated and approved by the FCA. We are one of the fastest growing personal lines brokers in the UK. We have over 650 members of staff, all based at our offices in Andover, Hampshire. We have been listed in the Sunday Times Fast Track 100 for four years in succession, one of only a handful of companies to achieve this.  
  
Acting for the majority of the largest UK-based insurance companies (we have over 30 insurance companies on our panel) our mission is to get the best insurance policy at the best price for each individual client - and with over 185,000 clients we are able to obtain excellent policy rates from our insurer partners.  
  
We are recognised as a leading employer, having been listed amongst the top 100 apprenticeships employers in the UK. Our staff are all highly trained and experienced and can offer expert advice to each and every client.

**Portway Primary School**

Portway Junior School is a popular junior school on the edge of Andover and is well regarded by parents and the education authority. Our recent OfSTED inspection describes us as a ‘good’ school that prepares pupils well for their futures and caters for the needs of pupils carefully, sensitively and effectively. The report also highlights the talented and effective staff that work here, the high standards our pupils achieve during their time with us and our very strong relationships with parents.

We have a long tradition of being at the very heart of the local community. We offer a happy and friendly atmosphere where children can grow and become responsible and caring members of the community. The school has very good academic standards and everyone works hard to ensure that the curriculum is exciting and motivational. We are very proud of our achievements in sport, music, drama and art. We received the Artsmark Award in 2014 in recognition of the high quality of our work in this area and our passionate commitment to ‘the arts’.

Portway is characterised by the strong partnerships, which exist between the pupils, staff, parents, governors and other members of our community. We believe in being open, friendly and honest in our communications and this is a real strength of our school. We recognise that through the hard work and commitment of all those in school we have been able to build and maintain our high standards.

Our school was built in 1952 and is spacious and attractive. Our playground has been redesigned to stimulate and promote positive play and includes adventure trails, an outdoor gym and stage. There are seven acres of field, which are ideal for plenty of sports, as well as a woodland walk planted and cared for by the pupils themselves.

Another beautiful and well used part of our grounds is a garden in the centre of the school that has been developed by children, staff, parents and other members of the community. It provides a way of teaching pupils respect for the outdoor environment as well as giving classes opportunities to get outside and grow all types of plants, fruits and vegetables.

The school was one of the first schools in the country to achieve the UNICEF ‘Rights Respecting School’ award and we pride ourselves on involving our pupils in their learning and in the life of the school. The School Council is very proactive and elected each year as part of ‘Democracy Week’.

The ethos of our school is to nurture and encourage the talents of our individual members. We feel successful in having created an environment where all feel able to succeed and have the expectations of doing so. The school is one where we hope all feel positive, valued and successful!

**Some quotes from the Parents**

*“Portway Junior School provides my child with an enriched learning environment; the dedicated teaching staff are a credit to the school. Thank you.”*

*“I have been thrilled with the amount of effort that goes into the children’s education and making sure it is a fun place to be too. Well done to you all at Portway and thank you.”*

**Some quotes from the Children**

*“Thank you for helping me in every way – you have all been there for me. I have done things I would never have done, but members of staff have given me the courage to do them. Thank you!” Zara*

*“I have a brilliant time at school; it’s such a brilliant experience. I really enjoy all the sport I do and have thoroughly enjoyed all our school trips!” Tom*

*“In school it feels like you are at home. Portway feels friendly and safe; this helps you learn a lot.” Kiah*

**Ian Coombs – Headteacher, John Hanson School**

Ian Coombs trained to teach at King Alfred’s College in Winchester (now Winchester University) in the 1980s.  He has spent his whole teaching career in Hampshire schools and became Headteacher of John Hanson Community School in January 2013.

Ian took a break from teaching in the 1990s to work for a communications company in Southampton and was able to bring some of the practices back into education.  During his teaching career Ian has worked alongside businesses who have supported schools through mentoring, mock interviews, governance and sponsorship.

**Geoff Glover – HR Specialist**

Geoff Glover is an HR leader with 32 years experience in the function. He currently lectures in Human Resource Management at Southampton Solent University. Prior to taking up lecturing in September 2014 Geoff was the Head of Human Resources for the Ford Southampton assembly plant and was responsible for developing a comprehensive social plan which helped to minimise and mitigate the impact of the plant closure. Geoff identifies his key interests as "securing competitive advantage through people", learning and development and diversity.

Geoff moved with his family to Sweden between 2007 and 2012 working for the Volvo Car Corporation. He held global Vice President positions in Learning and Development, Talent Management and People and Business Strategy Integration. Prior to this, he had been working for Ford Motor Company in a number of different Human Resources positions both in England and overseas, interfacing with most of the Company's business activities in the process.

**Tim Jackson – Principal, Andover & Sparsholt Colleges**

Tim is the Principal of Andover College and also Sparsholt College Hampshire having been a College Principal since 1998 and Principal at Andover College since 2007. Prior to that, Tim had been Vice Principal, Head of Faculty and Course Tutor/Manager and teacher in the Further Education Sector.

Tim is a graduate Applied Biologist who worked with Ministry of Agriculture, Fisheries and Food before training to teach in Further Education. Tim's teaching has been largely related to applied science at further education and higher education level. Tim is also the Chairman of the Hampshire Principals Group, and Chairman of one of the National Further Education College Organisations, Landex.

As College Principal Tim has ensured that the emphasis of the curriculum for students not only emphasises knowledge, but also develops study skills, analytical thinking and specific occupational skills for relevant employment sectors. The emphasis of Andover College is on being ‘prepared for life’ and Tim said of this, *“it is important that Colleges continue to reflect the contemporary needs of the workforce of today within the many strands of specialist occupational areas which exist within the UK economy in both the many aspects of finance, business and service economy. However, it is also particularly important that we reflect the new and emergent scientific, digital and technical occupations of the future where new thinking and new technology is going to be a byword for a successful and sustainable future for all of us*".

Working with employers has always been an important part of the success of the colleges which Tim has been Principal and the strong recognition by the business community, of Andover College and Sparsholt College are testament to the extent to which the College achieves its success. Tim describes that success as linked directly to progression to good employment opportunities, career advancement and for others, progression to Higher Education prior to taking up their full-time occupations.