



## our consultants



### **Rob Lewis**

Rob Lewis is a founding member and Managing Director of Mission Performance. He has over 18 years of leadership training and facilitation experience with a wide variety of international clients.

He has designed and delivered in excess of 250 separate programmes for a range of international corporate organisations.

He has been published by both the Institute of Directors and the Institute of Management for his views on Leadership and experiential training techniques and has been featured in both the Financial Times and the Times newspapers for his unique approaches to leadership and organisational development. He speaks regularly at learning and development conferences about specific case study examples of how to achieve high performance in business teams.

Mission demands that all of its people refresh their leadership and team experiences on a regular basis. To this end, Rob was part of the winning Fujitsu Polar Team who successfully retained the title when they raced to the Magnetic North Pole in 2004.



### **Christiaan Mcleod**

Christiaan Mcleod is a co-founding Director of Mission Performance. He has a broad range of training and consulting experience working in partnership with Mission's clients to design and project manage often challenging solutions.

A recent project was for a Global Oil Company and involved Mission delivering a company wide change programme to the entire middle management of a major player in the African Oil Industry.

Christiaan's leadership experience includes a 10 year career in the Royal Marines. He was awarded the Wilkinson Sword of Honour and Commando Medal during Officer Training and also received The Commandant Generals Commendation for leading a multinational training project in support of Operations in Bosnia. He was attached to the Royal Hong Kong Police Anti Smuggling Task Force, reporting directly to Chris Patten prior to the hand over of Hong Kong to China.

Christiaan led the winning team in the first ever race to a Northern Pole in 2003 and again with fellow Mission Director Rob Lewis in 2004 for a BBC documentary. He regularly speaks at conference events on the Polar Challenge.



### **Phil Ashby**

Thirty-seven year old Phil Ashby is a genuine hero. His autobiography *Unscathed: Escape from Sierra Leone* (published by Macmillan in May 2002) is currently being turned into a major feature film. The ex Royal Marine Commando was awarded the Queen's Gallantry Medal and is now an international Mountain Guide.

To escape a desk job in London, he volunteered for a 6-month tour with the United Nations as a Peace Keeper in war-torn Sierra Leone (at the time the poorest country in the world). The mission was brought to a violent end when the rebels restarted the country's civil war. They turned on the UN's representatives, torturing and butchering them and taking over 500 hostages. Phil and three other Western soldiers found themselves cut off in a small compound in hostile territory, surrounded by rebels who taunted them by throwing the blood-stained uniforms of fellow UN workers over the walls. Phil recounts the incredible escape his team made through enemy territory with incredible humility and honesty. One not to miss!



### **Will Carnegie**

Over the last seven years Will has delivered numerous leadership and team development workshops both nationally and internationally. He is a charismatic speaker, facilitator and trainer who enthuses delegates with his passion for the privilege of leadership and the power of

teamwork.

Will was born and educated in Jersey and following a spell as an Officer in the Royal Navy, at just 27 years old, he led a team of amateur sailors around the world over 10 months whilst competing in the only yacht race to circumnavigate against the prevailing winds and currents (BT Global Challenge). Will's leadership skills were tested to the full when his yacht was hit by a freak wave off the coast off

Australia, nearly killing two of the crew. What happened next is a tale of sheer determination and team effort and was reported in the press as "One of the truly outstanding achievements of this leg".

On completing the BT Global Challenge in 2001 Will capitalised on his practical experiences and as one of the founding Directors of Mission Performance he began designing and delivering leadership and team development programmes. Will and his family are now based in Jersey from where he works internationally and across the UK. He is valued for bringing colour to the theory by drawing on the many experiences he has gained leading and working with teams in both business and sport.

He has recently become a member of the tutoring team at Jersey Business School delivering the Chartered Management Institute's Diploma in Management.

Will's style of facilitation is best described as flexible and practical. As a skilled trainer, he is able to help individuals and teams increase their personal effectiveness through the use of practical experiences and established theories. These include Situational Leadership II™ and TMSDI profiling tools (Team Management Systems), the Belbin profiling tool, Myer Briggs Type Indicator (MBTI) and the SDi (Strength Deployment Inventory) tool.



### Mark Stubbs

Mark Stubbs seems like your average guy. A fire fighter and family man based in Poole, Dorset, with two young daughters and a beautiful wife. Mark began Ocean Rowing in 1995 and it was during a row from the Canary Islands to Barbados in 1997, that he decided he wanted to beat the record for rowing the North Atlantic Ocean from West to East; a record that has stood for over 108 years.

To achieve his goal Mark knew he would have to overcome many obstacles. He would need to raise the finances to build a hi-tech rowing boat capable to do the challenge. He needed to recruit a team with the right physical and mental attributes. He needed to plan the trip to the finest detail and get the team and the boat in the best possible shape. His first attempt in 2002 failed due to the rudder breaking after 21 days. Failure became Mark's biggest motivator and undeterred, with a new team and improved boat, Mark challenged the Ocean again in 2004.

This time, just 300 miles from home and well ahead of the record, the boat was torn apart by Hurricane Alex. It was the first hurricane of the season, a season that had started two months prematurely.

Mark's story is how the combination of determination with professional planning and preparation, he and his crew survived the peril of being adrift in the freezing Atlantic, in the eye of a hurricane. The suspense in the room is literally tangible as Mark builds up to the moment of impact – hold onto your seats!



### Ian Gardiner

Ian Gardiner was commissioned into the Royal Marines in 1968. He fought in the Dhofar War in Oman from 1973 to 1975, where he was decorated with the Omani Distinguished Service Medal for gallantry and leadership in battle. He also commanded a rifle company in 45 Commando Royal Marines in the Falklands War and led his men in the attack on the Two Sisters. Later he commanded 40 Commando RM, which included his fourth operational tour in Northern Ireland.

His final appointment was Secretary to the Military Committee at NATO Headquarters in Brussels where he was involved in the political/strategic direction of the Kosovo conflict. He left the Royal Marines in 2001 in the rank of Brigadier. His book on the Dhofar War, In the Service of the Sultan was published by Pen & Sword in 2006.

Drawing upon the chaotic nature of war, Ian Gardiner explains the process which has emerged from the crucible of defeat to deliver victory on the battlefield, which all commercial concerns can adopt to their profit. In his programme of lectures and interactive teaching sessions, Succeeding in Chaos, Ian offers original, thought provoking lessons from the searing audit of war on leadership, planning, teamwork and communications. Excellence only arises when you consistently get the best out of ordinary people. Ian teaches a style of leadership - and followership - which changes behaviours and attitudes which will get all your people pulling on the same rope in the same direction.

Ian has worked for oil and oil support companies and banks as well as the public sector. He is also a Visiting Lecturer at the UK Defence Academy and is an associate member of the Professional Speakers Association.



### Richard Tarran

Richard leads a truly diverse life. He has recently returned from a month long expedition to Venezuela with a team of young people which takes his tally of countries visited up to 86!

He has faced some real life challenges and done some bizarre things, for example: driven 15,000 miles through South America in a Jeep, been trapped in a Frigate by jellyfish, fought a fire in the middle of the Atlantic, worked for the Queen, chased smugglers in Hong Kong and off Colombia, driven through minefields, played rugby with a Prince, designed water systems for Nepalese villagers, fallen overboard in the Atlantic, driven across the Sahara in a £200 van, stood next to an exploding volcano (not by choice), the list goes on...

Richard trained as an engineer but later worked as an Equerry to the Royal Family receiving the Royal Victorian Order at only 39.

Nowadays, when he is not leading teams of young people on personal development expeditions overseas, he is delivering performance related interventions focusing on leadership and teamwork to large companies.

With his unique background organizing and attending Royal and Corporate events he also delivers the 'Working the Room' intervention focusing on real life face to face networking. Richard also trains Global Disaster Response Teams as part of DHL's Corporate Social Responsibility initiative as well as other aid agencies.

The really important thing to Richard is people; their values, their diversity and seeing them develop and work as a successful team.



### Babs Powell

Babs Powell is best known for her time in the dance troupe Pans People. Babs danced from 1965 – 1975 with the group in an incredible variety of venues ranging from a weekly slot on BBC1's Top of the Pops to entertaining British forces in Mombassa.

In 1974 she married actor Robert Powell and shortly after left Pans

People to start a family. For many people her achievements up until this point would have been enough to last a lifetime. Not so with Babs!

In 2000/01 Babs sailed as a crew member on board VERITAS in the BT Global Challenge racing 33,000 miles around the world the “wrong way” - into the prevailing winds and currents. As a mother of two and complete novice sailor this was an enormous challenge for Babs, and her honest and frank speech covers the emotional rollercoaster that Babs rode through some of the most challenging conditions on earth.

In April 2003, Babs went on to take part in the inaugural Polar Race, teams of 2 and 3 racing 350 nautical miles across the ice to the magnetic North Pole on foot and skis and pulling 120 Kg sleds. The race was organized by the famed explorer David Hempleman-Adams. Babs was the only female entry, the oldest British lady and certainly the first to don a ‘Little black dress and stiletto heels’ for a little bit of fun when she arrived at the Pole after four grueling weeks!

By Babs’ own admission this was by far her toughest challenge and her disarming honesty and modesty make this a particularly touching speech.



### **Dave Pearce**

Since 2005 Dave has worked as a freelance consultant, offering leadership and team coaching, event talks and safety coordination for TV and film, utilising experiences gained throughout his career. He has worked with Bruce Parry on the Tribe series and was also a member of the TV re-enactment of Captain Scott’s race to the pole in a programme titled “ Blizzard: Race to the Pole”. In 2006 Dave took a camera team on Everest as they filmed the British Services West Ridge Expedition, shown in the programme “Man versus Mountain” and in 2007 he has been working with Bear Grylls on the Channel 4/ Discovery Channel series “Born Survivor” and “Man Versus Wild”.

Dave spent 23 years as a British Commando, seeing operations in Northern Ireland, Kosovo/Bosnia and Afghanistan. He served in many specialist arms of the forces, becoming a renowned expert in mountain and arctic warfare and was also a physical training instructor in the Royal Marine Corps.

Having mountaineered globally Dave has also scaled one of the largest rock faces in the world and was part of the successful team that made the first British ascent of Kangchenjunga (3rd highest in the world), without supplementary oxygen.

On the 22nd of May 2003 Dave reached the summit of Mount Everest with a Sherpa via the North Face. The summit ‘push’ almost failed due to desperate prevailing conditions and Dave thought he would not survive the descent. The team supported both his and the sherpa’s return and also performed what is thought to be the highest ever mountain rescue. Dave subsequently received a military commendation and the BBC’s Outstanding Overseas Achievement Award.



### **Charlie Smith**

At 22.55 on Tuesday 12th March 2001, Charlie Smith’s attempt to race the “wrong way” around the world ended when the yacht he was racing on was hit by a freak wave in the notorious Bass Strait. What began however, is a remarkable tale of determination and

inspiration as despite horrific injuries, Charlie began a long and painful journey towards recovery.

With an interest in sailing and a lifelong ambition to sail the Atlantic, it was a visit to the Southampton Boat Show that inspired Charlie to re-evaluate his goals as he decided to sail around the world instead. Selected as a watch leader onboard Yacht Veritas Charlie had the task of leading and motivating half of the crew whilst at the same time dealing with his own emotions, anxieties and fears. As the race unfolded, Charlie’s leadership and character became critical to the yacht’s success, and as later understood his absence would be enormous.

Charlie’s race ended on the 12th of March when a freak wave hit Yacht Veritas. Saved from certain death by a webbing safety line his injuries were horrific, he had broken both of his legs in five places, virtually severed off his right foot, and broken an elbow, three ribs and one vertebra. The race was no longer about winning but saving a man’s life as Charlie was losing blood and consciousness quickly, the team were forced to turn the yacht around and head for help.

“These are the kind of injuries we would associate with a 90mph motorcycle accident, and those people don’t usually survive. What’s remarkable here is that Charlie didn’t receive proper medical assistance for some 16 hours” Dr Brendan Klar.

Charlie’s emotive speech is a fascinating insight into determination and human spirit. Not only did he survive this appalling ordeal, but under the threat of amputation vowed to be standing on his own feet to welcome his team-mates home some 3 months later. His struggle to stand and learn to walk again is testament to his courage and determination, spending many hours in torturous physiotherapy and gymnasiums. Thousands of miles away the remainder of the team battled on - determined to help Charlie achieve his goal they set their own goal of not being last into Cape Town despite being many miles behind the 11 other identical yachts. This is a story of how Charlie and the team achieved, against all the odds, two remarkable goals.

Charlie’s presentation focuses primarily on ordinary people working together as a team to achieve extraordinary results, the importance of setting meaningful goals and some significant leadership lessons. He is a confident and articulate speaker able to inspire and motivate a wide range of audiences and is able to tailor his presentation to meet the specific requirements of the client.



### **Gary Wakefield**

A Masters graduate with a degree in Defence Studies from King’s College London, Gary Wakefield retired from the Royal Navy following 21 years service in 2001. During his military career he trained as a Naval aviator and as a Seaman Officer and gained experience in training helicopter flying to ab initio naval pilots. He held various command and executive appointments throughout his career including serving as Head of Leadership Training at Britannia Royal Naval College Dartmouth. Whilst at Dartmouth he was pivotal in the training of all New Entry Young Officers in leadership skills as well as the introduction of private venture leadership training to the College. Since leaving the service Gary Wakefield has been actively involved in delivering leadership training to many of Mission Performance’s blue chip clients, namely; BT, Cap Gemini, RBS, and UBS. This has involved facilitating workshops in leadership, communication and presentation techniques together with water based practical leadership training

and Training Needs Analysis. Gary is qualified to deliver the SDI Relationship Awareness Tool.

When not conducting management training Gary flies jet aircraft and works as a Project Manger for a leading British aerospace company. Using his experience of leading and working in small teams, both on the ground and in the air, Gary has also specialised in delivering Crew Resource Management training to his own company and the Royal Navy. When aircrew working in a multi crew, multi discipline environment fail to perform as an effective team the result can be both catastrophic and often spectacular. In order to improve this aspect of flight safety the UK Civil Aviation Authority has now introduced well defined Human Factors training. Gary is a CAA accredited examiner in this field.



### **Hannah Shields**

An enthusiastic mountaineer, Hannah has climbed extensively in Ireland, Scotland, The Alps, South America and Nepal. In 2007 she returned to climb Mount Everest for the third time, from the North-Tibetan side with the all male 7 summits Russian Team and successfully accomplished this on 19th May.

In 2003 she climbed the south face of Everest but unfortunately due to frostbite in her toes and fingers together with three cracked ribs, had to retreat approximately 100 vertical meters from the summit. On this same descent she stopped and single handedly rescued a fellow mountaineer who was dying at 7500m.

More recently Hannah successfully completed the Polar-Challenge and was one of only five people and the only female to have completed the race. The race involved hauling a 100lb pulk over 350 miles of Arctic wasteland to the Magnetic Pole. She was awarded the Wedgwood Polar Endeavour trophy for her leadership, courage, determination, humour and selflessness on the race.

Since competing in the polar challenge race, she has been involved in teaching individuals and groups survival skills which will enable them to travel and work in extreme cold climates.

In addition to this, Hannah took up running at the age of 34 and has represented and won awards for her country in cross-country and athletic competitions and Great Britain in mountain marathon races all around the world. She is still representing Northern Ireland at Masters Cross-Country.

Her efforts have been recognised in a series of media and achievement awards over recent years.

Hannah is already in training for her next expedition, which will be an unsupported expedition to the geographic North Pole via Canada in February 2008.



### **Manley Hopkinson**

Manley is a professional yachtsman and was the skipper of Olympic Group, one of the twelve yachts competing in the incredible BT Global Challenge 2000-2001, "the World's toughest yacht race" organised by Sir Chay Blyth. It was a leadership and management challenge that pushed all the Skippers to the edge, and taught them much.

In addition to this experience Manley was a member of "The Initial Style Explorers", Mission Performance's winning team for the inaugural Polar Race in April 2003. Known as "the World's toughest race" and

the first race to be run to a Pole the race tested the team's stamina, motivation, teamwork and resolve to the limit; setting new standards for Polar Explorers covering an average of 35 miles per day skiing, pulling a 120lb sledge and reached the pole in 10 days and 7 hours. This story illustrates how the power of teamwork and exceptional personal discipline underpin success.

Manley is accredited with SDI, TMSDI and MBTI psychometric tools.



### **Mike Stroud MBE**

Mike Stroud qualified as a doctor in 1979 but his next 10 years of hospital practice were interspersed with prolonged periods travelling around the world on expeditions. He then left mainstream medicine for 6 years to perform research on human performance at extremes, a period culminating in his appointment as Chief Scientist at the Defence Research Agency 'Centre for Human Sciences'. During this research, Mike continued to undertake expeditions including in 1992/93, the first unsupported crossing of Antarctica on foot with Sir Ranulph Fiennes. This raised more than £2 million for good causes and led to the award of both the OBE for "Human Endeavour & Services to Charity" and the Polar Medal for "Services to Polar exploration".

In late 1995 Mike returned to working in hospitals and later became a Senior Lecturer in Medicine & Nutrition, and a Consultant Gastroenterologist in Southampton. Nevertheless he continued to travel extensively taking part in multi-sport, ultra-distance endurance events including the Marathon of the Sands, 2 Eco-Challenge Adventure Races and an unsupported 200 km run across the Qatar desert. Most recently, he and Sir Ranulph ran 7 marathons, on 7 Continents in 7 days, raising money for charity.

Mike has also become well-known for his TV commentaries on others putting themselves in stressful situations. He featured in all three BBC series of 'SAS - Are you tough enough?' set in Scotland, Borneo and the Namib Desert, and most recently presented the 8 part BBC series 'The Challenge'. He has written two books 'Shadows on the Wasteland - Crossing Antarctica with Sir Ranulph Fiennes' and 'Survival of the Fittest - understanding health and optimal human performance'.



### **Andrew Dare**

Andy has been a professional yacht skipper for the last 16 years and his experience includes many projects, from Formula-1 multi-hull sailing, to the restoration & management of a Classic 1908 sail-training cutter.

He spent 7 years working with Challenge Business running projects in Asia, America & Europe, as well as training crews for both the BT Global Challenge 1996 and 2000 races.

Andy then managed "Mission Antarctica" yacht operations, skippering the yacht to the Antarctic and South Georgia on numerous expeditions throughout 2000-2002. He organised the difficult challenge of the yacht's logistics and operations for the many months they were based on the Antarctic peninsula. During this time the environmental campaign removed & recycled 1 000 tons of waste. This was to be the first time that Expedition Participants, from 19 countries worldwide, had been flown directly onto a yacht, based within the Antarctic.

Andrew has also worked in France and the UK with Ellen MacArthur and her Trimaran B&Q, Mike Golding in the lead up to the start of

the Vendee Globe and in 2004 was Co-Skipper during the rescue of Virbac after her capsized mid-Atlantic during the Transat race. Andrew works closely with World Cruising Club and was part of the safety team inspecting the 220 boats in the 2004 ARC Transatlantic rally.

He is a specialist in marine and event photography, running “Andrew Dare Photography” holding over 20,000 worldwide images.

Andrew is currently sailing in Patagonia again with more Antarctic Expeditions lined up for 2008.



### **David Sewell**

David Sewell started his career with Ranks Hovis McDougall working in brand management on their key company products. He subsequently moved into HR consultancy and resourcing, building a group of companies subsequently sold to a listed PLC where he became a Main

Board Director.

After a period working as a Business Consultant specialising in assisting organisations in financial difficulties, he returned to University (Goldsmiths) to read Assessment Psychology and undertake doctoral research into predicting success criteria across a variety of vocational fields.

Since qualifying in 1995 he has specialised in the human assessment field for a variety of major blue chips from Tesco to the Civil Service and has also designed and delivered several postgrad IPD courses at Kingston Business School in Psychological assessment. Most recently he has worked on a major 360 Leadership project in conjunction with London Business School, developing an Assessment Centre for Civil Servants in Dubai and designing a psychometric predictor model for Oil Traders employed in the City Petrochemical sector.

David is also an accomplished sea and river canoeist, sailor and skier and is an unwitting expert on successfully financing the lifestyles of his children.



### **Clive Cosby**

With a background in building, coaching, leading and competing with yacht racing teams from a wide variety of backgrounds from around the world Clive put these skills to the ultimate Challenge - leading an amateur team to race around the world in ‘the world’s

toughest yacht race’. Having successfully completed the race achieving podium finishes, record breaking 24 hour runs and winning the penultimate leg he has brought his expertise to the Mission team.

Since joining the team Clive has worked with the National Nigerian Petroleum Company, PrivatAir, Schlumberger and more, travelling extensively and bringing his unique leadership lessons from racing around the world to Mission’s many clients around the globe.

Clive is both an accomplished speaker and able to deliver the SDI tool.



### **Paul (PJ) Stevens**

Specialising in soft skill training, facilitation and team building PJ has been described as refreshing, direct and very enthusiastic. He has worked with national and international clients including Dior, O2Cellnet, the DTI, Prudential, UBS, International Labour Organisation, Sony,

Lotus and the European Central Bank and has been on SKY, BBC and C4 TV Programmes.

According to clients, he has a very keen sense of marrying up and developing the way people behave to how they perform in business and leverages small changes in behaviour that make big differences to performance.

He is highly motivated and considers it his role to help clients improve and develop the 3Ps – People, Performance and Productivity. Your team success in working with PJ can be evidenced by decreases in stress levels, misunderstandings, costly personality clashes, unwarranted conflict, sick days and wasted time and increases in trust, engagement, ownership, confidence, communication, leadership and feedback. He is MBTI, SDI and Belbin accredited.

Alongside his corporate work, PJ also works with professional sports people – including sailors, polo players, footballers and golfers - helping them with motivation, focus, beliefs, thought processes, outstanding behaviour and goal achievement. Their trophies are testament to PJ’s successful services.

With a passion for speed and some world record power boat experience, he is currently working on a 200mph Power Boat World Record Project for 2008.



### **Roz Savage**

Roz is an experienced speaker, and has inspired, enlightened and entertained audiences on both sides of the Atlantic with her anecdotes about life on the ocean and the life lessons she learned.

Speaking engagements to date include schools, charity events, black tie dinners, corporate entertainment, yacht clubs and rowing clubs, in locations as diverse as London, Oxford, New York, Michigan, Virginia, Florida, Los Angeles, San Francisco, Colorado and Oregon.

In November 2005 Roz Savage, a 38-year-old former management consultant, set out from the Canaries to row 3000 miles across the Atlantic Ocean, alone and unsupported. She arrived to a rapturous welcome in Antigua on 13th March 2006, 103 days later.

The ocean gradually stripped down the boat to bare essentials, with the stove, music system and navigation instruments failing. All four of her oars broke before the halfway point – two while rowing and two when her boat capsized in 20 foot waves. Determined not to surrender her unsupported status by calling for replacements, she patched them up and battled on even when her unwieldy oars caused grinding shoulder pain. Her satellite phone failed on 17th February presenting Roz with her toughest psychological challenge yet, total isolation, for the remaining four weeks of the row.

During her epic voyage Roz acquired a loyal following around the globe as internet users logged on to her inspiring, insightful and entertaining dispatches. They will now be eagerly awaiting her next adventure – ‘I want to keep pushing my limits - the Pacific awaits.’



### **Tori James**

Tori James is a multi-talented individual with a passion for extreme adventure particularly in cold places! Tori spent three years working for the British Schools Exploring Society which is based at the Royal Geographical Society and it was during her time there that she became part of a team that was determined to make

the record books.

In May 2005 The Pink Lady PoleCats became the first ever all-female team to complete The Polar Challenge, a grueling 360 mile race to the Magnetic North Pole. Not only did The Pink Lady PoleCats finish the race in 6th position out of 16 teams, beating all-male teams along the way, but they also raced through polar bear territory, across constantly-shifting sea ice and survived storms with temperatures of -40°C. Tori remains the youngest ever female to have completed this extraordinary challenge.

More recently, on 24th May 2007, Tori summited Mount Everest. In doing so, she became the youngest British female (at 25) and the first ever Welsh woman to reach the summit. Tori made up one quarter of the London Business School Team, who were climbing on Everest's South side in Nepal. During her team's first push for the summit, Tori became ill and was forced to make the difficult decision to turn around and return to Base Camp, all the time desperately hoping that the weather would hold and that there would be the chance of a second attempt. Tori features in the BBC's Everest ER documentary.

Tori is an accomplished public speaker. Find out just exactly how her high performance team achieved what they did in the Arctic and discover what it takes to survive the 'death zone' on Mount Everest. Tori believes that 'The trouble with doing nothing is that you never get any time off' (Hoagy Carmichael, Jazz Musician). Tori is currently enjoying a well-deserved rest but no doubt planning her next extreme challenge! Visit [www.everest2007.net](http://www.everest2007.net) for Tori's latest news.

### Deborah Fleming



Deborah is an experienced Organisational Development and Change Practitioner. She specialises in diagnosing team issues and creating innovative ways to "raise the bar" on team performance. She uses her depth of experience in psychological techniques, including MBTI, FIRO-B, AEM Cube and 16PF to

give teams a user-friendly language in which to openly discuss issues and challenges in the team and solve problems. This has included getting teams to form quickly to adapt to customer demands and managing a recent team transition where most members were leaving for new roles.

She has worked with international teams including those from Poland, Spain, Colombia and Brussels, and from a wide variety of sectors e.g. banking, brewing, IT, utilities, telecoms and petrochemicals. Deborah has an MSc in Organisational Development and Change and is also a member of the Chartered Institute of Personnel and Development.

At an individual level, she has an Advanced Diploma in Coaching and has recently written a paper on 'The Role of a Coach during Individual Change'. She presented a paper on 'Leading Complex Change' to Development Consultants at the Savoy Hotel in London in April 2007 and also presented on the 'Application of Psychometrics to Change in Organisations' at the International MBTI conference.

Deborah is Level A and B qualified and is trained in Assessment and Development Skills to British Psychological Society standard.

She has travelled to over 45 countries including getting lost for 11 hours in a remote part of Peruvian Amazonia and also lived with a tribe in Irian Jaya. She climbed Nicaragua's active volcano in 2005 and single handedly organized an expedition down the Orinoco Delta to support the indigenous population.

When she is not working with teams and travelling she is a keen wine taster and her favourite wine is Pinot Noir from Oregon.



### Julia Carden

After completing her degree at Bath University and having been only one of two females in a year to obtain sponsorship from the Women's Royal Navy Service, Julia started her working career with the Royal Navy. During her time with the Royal Navy, Julia led a diverse range of teams in a variety of situations. She was selected to work as an Admiral's aide-de-campe in a high profile and demanding role when planning the D-Day 50 celebrations. Her latter time in the Royal Navy saw her specialise in Human Resources.

Following a dynamic career with the military, Julia became an HR consultant working on a number of key projects for both the private and public sectors. She has worked with a range of clients, both large and small, including the Maritime and Coastguard Agency, Alliance and Leicester, a large comprehensive and a small multi-media company.

Having been personally approached by the Second Sea Lord, Julia successfully project managed a large change project to transform the Royal Navy's assessment and selection centre for officers into a modern assessment centre which conforms to best practice.

Julia is a qualified adult education trainer and has taught a cross-section of classes on a mix of courses. She is BPS Level A and Level B trained and is expert in using the OPQ and MBTI for personal development, coaching, self-awareness and in assessment.

In her spare time, after family commitments, she dedicates her energies to British Eventing with her horse Harry, and relishes the challenges of the cross-country phase.



### Keith Tupman

Keith served for 27 years in the Royal Marines in ranks ranging from Marine to Major and 26 of these years were in positions of Trainer and Leader. As a result he has extensive experience of where team forming, team leading, team maintenance and personal accountability were

critical, for example: in the high speed interdiction of refugees and smugglers in the waters surrounding Hong Kong Island; conducting long range, ski-borne covert patrolling in the Finnish Wedge area of Northern Norway; war-fighting in the Falkland Islands; delivering logistic support on operations in Afghanistan and Kosovo in demanding, tiring and dangerous conditions.

Since leaving the Royal Marines Keith has delivered training to diverse, multinational groups in extreme climatic and high pressure commercial situations such as: providing counter terrorism, disaster response, evacuation and security training to small teams of specialists working on oil and gas projects in the Empty Quarter of Saudi Arabia and in other Middle Eastern States; providing trauma stress management training to risk management companies that regularly put their people in harm's way again, predominantly in the Middle East.

Keith believes that the personal strengths he has developed and the life skills he has gained throughout his military service carry across almost seamlessly into the high pressure corporate environments that pertain in today's business climate. He is at his most engaged when sharing these experiences, which in turn underpin the messages of a wide range of leadership and management training protocols.



### Mark Denton

Since 2001, Mark has delivered leadership and team development programmes both nationally and internationally for a diverse range of clients. He is also a highly accomplished speaker, executive coach, meeting facilitator and trainer.

Mark has always had a passion for people and worked on the shop floor of his family's shoe manufacturing company as opposed to being up in the office in the school holidays. His early working life was spent running his own Car Valet business at 17 before he sold it to his competitor to attend Leicester University at 21 to gain an Honours degree in Business Administration with Human Resource Management. He first put it to use as an Account Executive for a Media Agency in London.

City life was not his destiny and two years later he left to concentrate on his other passion – sailing. 4 years later Mark went on to skipper 'BP Explorer' (a yacht sponsored by energy giant BP) in the BT Global Challenge 2000/2001, achieving a podium position in this toughest of round the world yacht races.

On his return Mark set about combining all the hard earned leadership and teamwork lessons into a highly inspirational multi media presentation. Such was the success of this keynote speech (over 300 appearances across 15 countries), that an online version was developed for BP by Mark to allow a greater audience to share in the learning. This won a Gold award at the Sony Interactive Media Awards in 2003.

Mark has also been pivotal to the design and delivery of many 'Masterclass' seminars centred around what it takes to create and sustain high performance, based on the learning from his sporting exploits but intertwined with established theories and industry standard tools and techniques to bring them alive.

As a facilitator one of his greatest skills is being able to bring clarity and energy to any given situation and he is comfortable dealing with any level of an organisation from front line to board level. Many organisations have benefited, including BP, BAE, BT & Burlington Resources to name just the B's!



### Rob Pitt

Rob spent 6 years in the Royal Marines before changing career in 2000 and entering into the field of training and development.

He specialises in experiential development, using indoor and outdoor based experiences to bring theory to life and enabling learning

through action and reflection. He is accredited to use TMSDI Team Profiling tool and has worked with other common psychometric tools. Rob has worked with teams and leaders from global organisations, market leading brands, finance and legal firms and public sector organisations.

Rob's passions in life are climbing and mountaineering which he has done extensively throughout the UK and Europe. He is a qualified Mountaineering Instructor and white water Kayak Coach and has led trekking expeditions worldwide.



### Tony Botterill

Tony Botterill is a consultant, facilitator and coach with 19 years business experience of working in the technology, engineering and energy industries. He has designed and delivered in excess of 200 workshop-based and experiential programmes with the prime

objective of increasing people and business performance. Tony has evolved his unique and inspirational approach by combining lessons learned as first mate in the world's toughest yacht race with his experience of leading teams in industry; further underpinned by 'best of breed' thinking for optimising people performance. The result is a proven and effective style for building high performance teams who deliver against company strategy and milestone targets. His approach is refreshing, pragmatic and very engaging. Tony's business experience centres round international project management, consulting, sales and marketing for companies such as IBM, BP, Reuters and Vodafone.



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