

ANDREW DIDDUMPLAN

PERSONAL DETAILS

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Location	Anywhere	DOB	30th July 1973

QUALIFICATIONS

Education	• PhD: Change Management , University of Warwick	1996-2000
	• MA in Industrial Relations, University of Warwick (1 st on course)	1995-1996
	• BA (Hons.) in Ancient and Modern History, University of Oxford	1992-1995
Memberships	• CIPD (Chartered Institute of Personnel and Development)	1996 – present
	• IOD (Institute of Directors)	2006 - present

SUMMARY OF EXPERIENCE

Andy has spent fourteen years as a researcher, consultant and entrepreneur seeking to understand the impact of change on people. In these roles, Andy has implemented change in companies like RBS, Barclays, British Airways and the Bank of Scotland and published his experiences in leading international outlets. Andy has helped start up large companies, such as Three, and small companies such as StayMobile. Andy's 'area of expertise' is change management and consultancy. More specifically, this includes innovation and entrepreneurship, culture change, BPR, New Product Development and systems design.

Andy's key skills and specialisms include:

Management Consulting	• Implemented BPR, Change Management, Business Analysis, Organisational and Systems Design in blue-chip multi-nationals.
	• Led consulting teams in winning new bids and developing existing contracts.
	• Worked with consultancies as Senior Consultant, Consultant & Contractor.
Entrepreneurship	• Invented new product and successfully gained patent.
	• Started www.staymobile.com and raised finance to launch the company.
	• Supported the start-up and launch of several internet companies.
	• Participated in the BBC 2's Dragon's Den and Foxes' Lair programmes.

EMPLOYMENT HISTORY

Director and Co-Founder: StayMobile Technology Ltd. (June 2003 – Dec 2009)

In June 2003 Andy started a business developing and leasing a new product for recharging mobile phones in public places. Starting as Managing Director and then moving to Marketing Director, Andy:

- Invented a new product and successfully applied for a GB Patent (GB2410845).
- Successfully raised of £100,000 first round, a DTI grant and sale of company in 2008.
- Performed business development and sales to Virgin, O2, Whitbread and Telering.

Consultants R Us: Senior Business Consultant (February 2002 – August 2007)

Andy was one of the first employees at CRU and recruited and ran two teams responsible for:

- Internal consultancy: Change management, organisational design & process engineering.
- Business Analysis for all New Product Development enabling first to market advantage.
- Support for vendor selection for management consultancies (RFI/RFQ processes) to minimise OpEx costs.

Andy was also responsible for rolling out these processes and requirements to the international partners.

Consultico: Senior Change Management Consultant, (January 2000 – February 2002)

Hutchison 3G (Bid development & process initiation)

- Supported bid for 3 process and project management work & start-up of IT Department.
- Managed design of Level Zero processes at Director level.

Energis (Strategic research & business case)

- Provided research to support proposition to become mobile service provider (MSP).
- Facilitated bard level workshops to design and develop of MSP business case.

Consultico / Barclays Joint Venture (Organisation and Process Design)

- Lead a team designing the processes and organization of a Consultico / Barclays joint Venture.
- Designed Communications Strategy to minimize confusion during change-over period.

British Airways (major HRM project)

- Delivered process design and requirements management for HRM e-learning systems.
- Managed the Management Training Workshops for increased managerial effectiveness.

British American Tobacco (Business Process Transformation)

- Supported development of bid for ERP implementation.
- Supported the design and implementation of Oracle-based ERP processes.

Independent Consultant / Researcher (During PhD, Sept 1996 – Feb 2000)

- **ATP, UK:** helped implement ERP change & associated re-engineering work in HRM & payroll.
- **EUI, Italy:** worked with a international team researching networks of SMEs in the EU. Managed the UK arm of the research focusing on ‘clusters’ of manufacturing companies in the Midlands.