

# Anthony de Sigley

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## Professional Profile

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**A transformational people-focused leader who advises and coaches business leaders and develops organisations, delivering significantly improved business performance.** Strong business acumen, management expertise and excellent people and relationship skills. Delivers real business change in complex and challenging environments.

## Key Skills

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- ◆ Business Transformation & Change Management
- ◆ Organisational Design, Development & Effectiveness
- ◆ Business Strategy & Corporate Planning
- ◆ General and Business Operations Management
- ◆ Portfolio, Programme & Project Management
- ◆ New Business Development & Complex Sales
- ◆ Commercial Negotiation & Financial Management
- ◆ Leadership Development
- ◆ Executive Coaching & Mentoring
- ◆ Senior Stakeholder Management (CxO)
- ◆ Culture Change
- ◆ Collaborative Working
- ◆ Partnership & Consortia Development
- ◆ Systems Thinking, Analysis & Synthesis

Sector experience includes: Consultancy, Defence, Healthcare, IT (Applications, BPO, ITO), NGO/Not for profit, Pharmaceuticals, Public Sector (Central Government, Telecommunications, Transportation).

## Career Highlights

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- ◆ **Improved operational effectiveness within acquired business (\$5Bn) for Cisco**, with transition of product to service and engineering to commercial culture;
- ◆ **Significantly improved HP's operational capability to win deals** worth of \$100m+ TCV, doubling the win/close rates;
- ◆ **Achieved a significant step change in the operational effectiveness of the ATLAS consortium** global IT infrastructure and services programme;
- ◆ **Enabled creation of new healthcare provision market within private sector** leading to new ways of provisioning elective care within the NHS;
- ◆ **Achieved operational effectiveness of the Affinity consortium** (EDS, IBM, PwC, AT Kearney), enabling achievement of critical business and delivery objectives.

## Professional Experience

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### Director of Strategy & Operations, Board Member (Interim)

2015 to 2016

Open Bethlehem – UK & Middle East

*NGO leveraging media and communications capabilities to promote advocacy for social justice in the Middle East.*

Reoriented the organisation's vision and mission, strategy and organisational response, and transformed underlying operational functions, processes and procedures.

### Transformation Director & Business Consultant (Interim)

2013 to 2014

Cisco – Americas, APAC and EMEA

*Global communications and IT solutions provider, which acquired Network Data Systems (NDS) for \$5bn to extend its video product portfolio and services capability.*

Improved operational effectiveness within acquired business for Cisco, with transition of product to service and engineering to commercial culture, by developing leadership, operational and organisational capability. Including:

- ◆ Organisation design for post-acquisition development of capability within >\$1bn new business unit, leading on strategic global business transformation across UK, EMEA, the Americas and Asia;
- ◆ Mentored leadership SVP, Operations Director and leadership team, developed organisational vision, and new services based strategy, implemented sound business practices including establishment of global business operations and EPPO functions, in constantly changing business environment;
- ◆ Business restructuring and rationalisation to ensure cost reductions.

## Professional Experience Continued

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### **Owner & Managing Director**

**2001 to 2013**

Quidity Design & Development – UK

*Property development company specialising in the restoration and development of historic and character properties.*

Successfully delivered multiple large scale projects (TCV of £550k to £5m) from concept to sale. General management across all organisational functions driving a team of 20 staff, plus subcontractors and suppliers.

### **Director of Transformation (Interim)**

**2008 to 2009**

HP Enterprise Services (HPE) – EMEA

*Global IT solutions provider. The HPE Strategic Sales Centre (SSC) is responsible for business development, sales and bid management of BPO, ITO, Applications and Consultancy business 'mega' deals in EMEA (ATCV \$10bn+)*

Significantly improved HP's operational capability to win mega deals doubling the win/close rates to 70+%, through industrialisation of best practice, reorganisation, talent management and executive coaching within radically changing environment including merger with acquired business EDS.

- ◆ Led transformation programme to improve capabilities in deal management, solution integration, and new business creation within 'mega deal' (>£500m) and smaller deal (>£100m) contexts;
- ◆ Managed integration of EDS and HP businesses post M&A of former, designing and implementing new organisation structure, establishing and mentoring new leadership teams and driving high performance culture;
- ◆ Coached, advised and supported VP and leadership team.

### **Director of Organisation, People and Partners & Chief of Staff (Interim)**

**2006 to 2008**

ATLAS Consortium (EDS, EADS, Fujitsu, General Dynamic, Logica) – Worldwide

*ATLAS (\$1bn ABR) is contracted to deliver the Defence Information Infrastructure (DII) Programme (one of the largest European IT outsourcing and transformation deals), providing a managed, secure fixed and deployed desktop infrastructure to 340,000+ MoD users via 160,000+ desktops at 2,000+ locations in more than 20 countries.*

Achieved a step change in consortium operational performance, enabling delivery, profitability and revenue (£1bn) objectives. Utilised leadership, mediation, general management capabilities to forge the consortia partners and 3,000 staff into a single high performing team. Led industrialisation of global consortia operations from start-up position, leading on organisational design and development, establishment of business operations focus, and cultural change programme. Coached, advised and supported CEO, executive and wider leadership team members.

### **Lead Commercial Advisor (Interim)**

**2002 to 2003**

UK Government – Department of Health

*Central government department responsible for healthcare provision across the UK.*

Enabled creation of new healthcare market within private sector, supporting strategic expansion of public healthcare capability, resulting in new ways of provisioning elective care within the NHS delivering reduced waiting list times, reduced cost and improved quality of service to end users. Used superior negotiation, influencing and relationship skills as advisor, ambassador and advocate to engage CxO and Ministerial stakeholders across trade, corporate and government sectors, ensuring key requirements were negotiated pre ground-breaking procurement.

### **Chief of Staff and Business Consultant (Interim)**

**2001 to 2003**

Affinity Consortium (EDS, IBM, PwC & AT Kearney) – UK

*Affinity (\$1bn ABR) was contracted to deliver the business change and IT programme for transformation of the Department of Work and Pensions (DWP)*

Achieved a step change in the operational effectiveness of the consortium and lead account team, enabling achievement of critical business and delivery objectives, through successful commercial and operational interworking, leading transformation of joint business operations, processes and systems.

## Earlier Career History

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- ◆ **Strategy Consultant (Interim)** Railtrack - UK **1999 to 2001**
- ◆ **Business Development & Strategic Sales Consultant (Interim)** BT Syntegra – UK **1996 to 1999**
- ◆ **Commercial Programme Manager (Interim)** BT Syntegra – UK **1993 to 1996**
- ◆ **Business & Programme Management Consultant (Interim)** Various – EMEA & APAC **1990 to 1993**