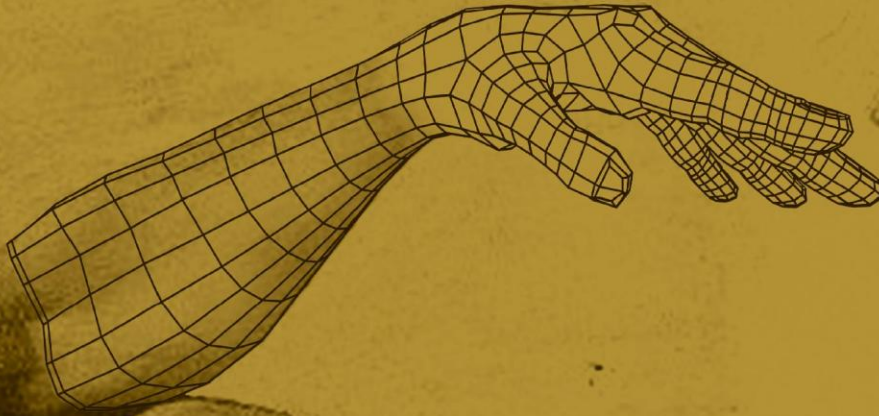


championing change, challenging the status quo



# Ad Manum Consultants Ltd

Company Presentation

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# Company History

- Founded in 2005 by Jon Laughton
  - Continuous growth since inception
  - International assignments
- Boutique consultancy with a specific offering based on:
  - Desire to make western manufacturing industries truly competitive
  - Unique senior management experience in Aerospace, Electrical Switchgear and General Industrials
  - Improving leadership skills and actively involving ‘followers’
- Formal partnership established with **Gary Windas of Hawksland Associates** in 2006
  - **AEROid Ltd**: bespoke integrated RFID solutions (2006)
  - **Hawksland Holdings Ltd** (2008)



# Our Offering.....

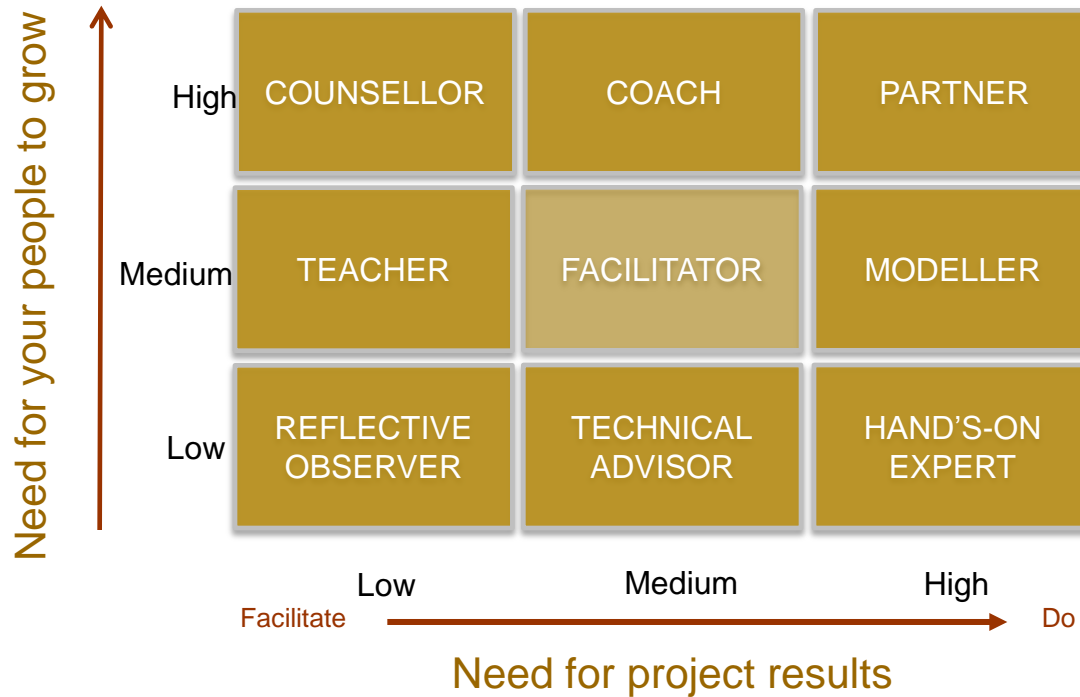
Based in the UK, our experience of conducting business internationally includes:

- The Americas: the USA, Canada & Brazil
- The Far East: Japan, Malaysia & Singapore
- Europe: France, Germany, Italy, Spain, Belgium & Holland

We can offer training, support and consultancy in

- Leadership Coaching & Mentoring
- Interim Management
- Programme Management,
- Supply Chain Development,
- Business Development or Organisational Redesign
- Lean Policy Deployment
- Implementing Lean Transformations through training and practical implementation of:
  - Five lean principles
  - Value Stream Mapping
  - Seven waste identification
  - Lean problem analysis & problem solving toolkit
  - Implementing Total Productive Maintenance (TPM) and measuring Overall Equipment Effectiveness (OEE)
  - Kaizen workshops
  - Kaikakku events

We offer a varied approach to helping clients.....



Your organisation may need help in translating plans into action.

Where step change is required, appropriate style is likely to be 'PARTNER'.

If extent of change is less – incremental or continuous - the appropriate style will be more focused on the need for growth in your people.

# Our Values.....

1. We value your customers and understanding what delights your customers
2. We value your profitability and a long term approach to its continued growth
3. We value the confidentiality of what your business does
4. We value the leaders and followers in your organisation
5. We value commitment & hard work
6. We value honesty & plain talking at all levels to avoid any confusion on the need to change and the action required for success
7. We value actions that have been carefully and properly developed to align with the vision of your business
8. We value business leaders who are willing to share accountability and 'the limelight' when things go well...
9. We value the right of all employees to enjoy their own national and unique business cultures
10. We value different styles of leader
11. We value the professional and personal relationships we develop with our clients
12. We value the need for work and play!

# Our Behaviours.....

## **In delivering progressive, effective change we adopt the following behaviours:**

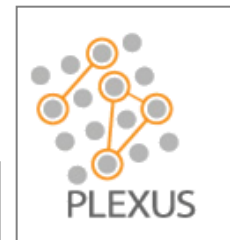
1. In delivering progressive, effective change we adopt the following behaviours:
2. We challenge business leaders first and foremost
  - on who they are - their personal style
  - what they do / how they do it
  - the relevance of their vision for the business
  - their connections with all parts of the business
3. We always challenge & probe the 'status quo' at all levels and with all employee groups
4. We try get observable facts and try not to rely on reported 'assumptions' nor computer databases
5. With permission we will embrace customers, suppliers and other key stakeholders
6. We will ask 'the hard questions' but in a way that seeks to promote enlightenment rather than blame
7. We look for and eliminate the waste in your business at all levels, (note: we seek to eliminate waste not people!)
8. We seek to ensure there is clear appropriate and defined accountability at all levels in an organisation
9. We seek to ensure there is buy in and enthusiasm for change at all levels
10. We will challenge you and your people to change even if this means re-evaluating the 'implicit' things you hold dear that are at the heart of your organisational culture(s)
11. We acknowledge that there can be / are 'paradoxes of control' within organisations and we work with organisations to help them become more comfortable with these

## Client assignments summary....

- Assembly line lean improvements: Malaysian supplier of vacuum cleaners
- Organisational development: UK building software company
- International business development strategy: UK Composite Aerospace company
- Lean strategy and implementation: UK / Italy – Domestic Boiler assembly
- Technical competitiveness study into wing manufacturing: UK Aerospace Consultancy & major international aerospace materials supplier
- Leadership / Management Training: UK Maritime company
- Interim Plant Management & lean transformation: Belgian Laminate Floor Factory
- Organisation development: UK Aerospace supplier of aircraft landing gear systems
- Business Development: UK Planning Software Company
- Programme Management / Technical Development: German based Aerospace Engineering company
- Development of Manufacturing Strategy: new entrant VLJ manufacturer
- Lean transformation: Value Stream Mapping / Policy Deployment – aircraft landing gear overhaul specialist
- Leadership coach, operations strategy development & Programme Management: Tier 2 aerospace machining supplier



# Clients



## Profile: Jon Laughton (Managing Director)



- Jon Laughton, 50, is Managing Director of Ad Manum Consultants Ltd, a consulting, interim management, leadership and executive coaching practise. He has 29 years of consumable goods, aerospace & electrical switchgear industry experience working with many leading industrial companies in both full time and interim Senior Executive roles including, Plant Director, Operations Director & Managing Director.
- Jon has devised many strategies and executed them including: setting-up aircraft facilities and final assembly lines; led many cultural change programs and lean initiatives in a diverse range of industrial enterprises; developed corporate policy and managed governance; ran factories employing 800+ workers and provided leadership skills through executive coaching. Jon is an accredited Leadership coach, is a qualified (B.Sc) Metallurgical Engineer and holds a Masters in Leadership & Management Learning from Lancaster University Management School
- Almost fluent in French, Jon has transacted business across Europe, the Far East, the Americas and lived / worked in Belgium.
- Jon is co-founder and Chairman of Hawksland Holdings

## Profile: Gary Windas (Senior Associate)



- Gary Windas, 42, co-founder and CEO of Hawksland Holdings , also is Managing Director of Hawksland Associates, a global aerospace consulting and interim management practice. He has 26 years of aerospace and defence industry experience – 20 years as a consultant and has directed significant engagements for companies resulting in hundreds of millions of dollars in revenue and profit improvements.
- Gary has developed and executed strategic business plans, revenue enhancement programs, international business development, mergers & acquisitions, raising investment, bid preparation, strategic negotiations, operational improvements, organisational restructuring and alignment, business transformation initiatives, cost reduction, corporate and programme turnarounds, technology insertion and global supply chain management development programs. A qualified aerospace engineer, he has also led programme and engineering activities for several aircraft and aero-engine development programmes.
- Gary has transacted business globally and lived and worked in France, Germany, Holland, Spain, Canada, UAE and USA.

## Profile: Richard Wardle (Senior Associate)



- Richard Wardle, 44, co-founder and Director of Demand Chain International, a UK based consultancy, operating globally, specialising in demand chain management operations and strategy. Prior to consulting Richard held senior positions in Information Systems and Operations Management in high technology businesses. He is a qualified Production Engineer and has a Masters in Manufacturing Systems.
- Richard has 15 years experience in consulting and specialises in systems, supply chain and operations improvement. During his consulting career Richard has worked across many different industries including FMCG, Electrical, Automotive, Capital Goods and Banking. He has led many large consulting assignments and is an experienced Programme and Change Manager.
- With his ongoing work with a number of Private Equity clients, Richard continues to work across Europe, North America and China on inventory reduction and customer service improvement programmes.

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