

Frank Neale – Personal Profile

Personal Details

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Status: Married with 3 boys, aged 31, 26 and 22



Recent Business Coaching Experience:

After 25 years of informal coaching of chief executives as a non-executive director I am now an Accredited Business Coach via the Meyler Campbell programme which is accredited by The World Association of Business Coaches. My focus is on leadership development and behavioural improvement within the private equity world. Clients include directors of private equity backed businesses and private equity professionals. I also work with clients who wish to think more deeply about their longer term career goals.

My recent clients include:

- The UK MD of a large pan European private equity house with around £4billion under management who wanted a sounding board to discuss his strategic options in a rapidly changing environment. He found it useful to have a completely independent person challenge his thinking. He also found it useful to work with someone who readily understood his issues.
- The Finance Director of a small private equity backed company in Ireland who wanted to improve his confidence in the Boardroom and to step out of the shadow of his managing director. His backers have feedback that he is now a fully functioning Board member who is completely different from before the coaching started.
- The chief executive of a small consumer products private equity backed company who wanted to improve his strategic thinking and his team development skills. His team fed back that he had learned to delegate a lot more effectively and was being much more strategic in his outlook.
- The chief operating officer of a large Dutch multinational who wanted to improve his management style of his direct reports. They have fed back that he has improved dramatically his people management skills as a result of the coaching and he found it very useful to have a mirror help up to him through a challenging period for the business.

- The managing partner of an Indian private equity firm who was on the LBS Sloan fellowship programme who wanted to improve his managerial style especially his interpersonal skills. As a result of the coaching he received tremendous feedback from colleagues that his empathy and listening skills had improved very considerably.

-A mid level professional in a medium sized private equity house who wanted to improve his confidence and develop his gravitas. After the coaching he claims he has regained his confidence and his boss reports his personal presence has improved very considerably.

-A senior partner in a medium sized private equity house who wanted to become more like a managing partner and to learn to manage upwards better. He has now gained the trust of the managing partners who say that the coaching has been transformational in terms of helping him become a team player.

- A finance manager who was about to be promoted to finance director and needed to improve his delegation skills and his strategic thinking as well as his work life balance. His boss now claims he is now operating very effectively as a director rather than a manager.

- The chief executive of a service business that was private equity backed who wanted to examine his future strategy and as a result resolved the future direction of the business in a rapidly changing environment. In the process he also learned how to delegate more effectively and how to coach his own staff.

- The development manager of a leading business school who wanted to focus on her career development and as a result significantly enlarged her role in the college.

Education

School:	1961-68	King Henry VIII Grammar School, Coventry
University:	1968-71	BA Economics Cambridge (St John's)
	1971-73	MBA Manchester Business School
	2002-07	BA International Studies Open University
	2007-08	Graduate of the Meyler Campbell Coaching Academy

Career

Private Equity:

1988 - **Phildrew Ventures**, now renamed **IRRfc**

Partner of leading UK mid market buyout firm which successfully raised 5 VC funds totalling £ ¾ billion. In 1998 we sold ourselves to UBS Capital and in 2002 bought ourselves back and now operate as IRRfc. Today we specialise exclusively in business coaching.

1984-89 - **BVCA**

Served as a council member of the British Venture Capital Association holding office as secretary, programme secretary and Vice Chairman with particular responsibility for education. I served the maximum 5 year term and left an important education legacy having set up the BVCA's training and education programme.

1983-87 - **Citicorp Venture Capital** One of the founder directors of the UK venture capital unit investing in a broad range of private equity from start-ups to management buy-outs.

1980-83 - **PA Developments**

As MD of this subsidiary of PA I took it away from generalised M&A search work to development capital for two major pension funds.

Management Consultancy:

1977-80 - **PA Management Consultants**

Senior consultant in the Strategy Division of one of the UK's leading consultants at that time.

1973-77 - **Economist Intelligence Unit**

Consultant specialising in market strategy assignments particularly for overseas clients entering the UK market and special projects.

Various non-executive directorships:

In the past I have served on over 20 Boards, including for example:

Carpentright Plc

Maccess Group Ltd

Prime Time Recruitment Ltd

The Locum Group

McKechnie Group

Ward Homes Ltd

Current paid for non-executive positions:

Northern Investors plc

Northern 2 VCT plc

Pro Bono Work:

Associate of Impetus Trust

I undertake on a pro bono basis some management coaching and advisory work for clients backed by Impetus Trust, the UK's first venture philanthropy charity.

Open University

Member of the Finance Committee of the Governing Council

Eating Disorders Association(beat)

Treasurer and Trustee

West Herts College

Chair of local FE College

Outside interests

Ballet – watching (!), Swimming (UK's top fundraiser for the Swimathon two years running), Reading, Theatre, Football (Watford FC)

Open University – recently finished a BA in International Studies