

Steve CANT

Profile

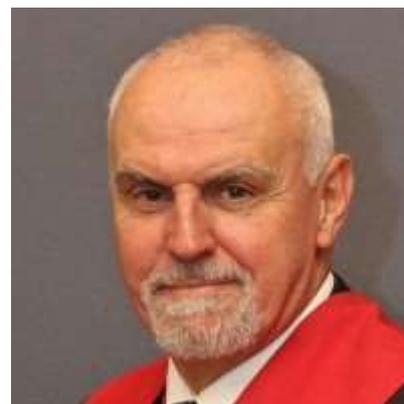
Since 2021 Steve has worked exclusively in the not for profit sector (often pro-bono) on Strategy formulation, project and programme management and even as Interim Finance Director – a return to his accounting roots.

Steve was a Consultant Grant Assessor for “The Fore” (2016 & 2017).

Steve is a senior executive with 30 years’ experience of leading global transformation / business change programmes and successful project delivery. He is a hard hitter, used to challenging and influencing at Board level, and not afraid to confront ordinary thinking by changing mindsets from ‘what does the business want’ to ‘what do we need to achieve, and how are we going to make it happen’. A successful problem solver and solution architect, with a strong track record in developing and sustaining successful long-term relationships with senior executives in client organisations, Steve is results driven, with proven abilities in effecting and driving through organisational & technological changes. He is notably talented in re-invigorating transformation programmes and possesses a significant political and cultural awareness, enhanced through working overseas. He has a wide experience in the private sector as well as both Central & Local Government. He is a strategic change consultant with a strong financial and performance management bias.

Steve is also an experienced assurance and review team leader, having been accredited as an OGC Gateway RTL for High Risk programmes since 2001. Steve is a credited contributor to the OGC publication “Managing Successful Programmes”.

Clearance level: SC



Specialist Areas

- Strategy
- Transformation and Change Management, especially IT enabled change
- Programme management
- Project Management
- Programme assurance and reviews

Qualifications

- Certified Management Consultant
- Fellow of the Chartered Institute of Management Accountants (FCMA / CGMA)
- Member of Institute of Logistics and Transport
- BSc - Economics with Technology (2:1)

Sectors

- Public Sector including MoD, DwP
- Local Government
- Private Sector
- Not for Profit

Relevant experience

Director, ChangeAgility Limited since 2005

- Since 2012 supporting charities via the Worshipful Company of Management Consultants where Steve is Second Warden: Recent assignments include:
 - “Gateway Qualifications” – support for strategic planning and programme management 2012 - 2020. Wholesale transformation of this Awarding Organisation as they moved from being part of a national network (and a reseller of other organisations’ qualifications) to developing and selling their own and being an independent financially successful company. (Part time role).
 - “Tutu Foundation UK” – Their “Shaping The Future” Strategy development – 2020 – ongoing
 - “Catch 22” – Strategy – 2020 ongoing (and previously in 2016)
 - “Worshipful Company of Management Consultants” – as Second Warden (Master in 2021) Steve is currently refreshing the Company’s own long-term strategy.
 - Interim Finance Director at “Volunteering Matters” for 3 months in 2018 – ensured their survival!
 - Interim Finance Director at “Gateway Qualifications” for 3 months in 2016, implemented Sage Accounting system
 - Consultant Grant Assessor for “The Fore” (2016 & 2017)
 - Independent Accreditation Assessor for “Youth Business International”
- Review Team Leader for the UK Government’s Infrastructure and Projects Authority. 20 “Gateway Reviews” over 20 years including:
 - Delivering 21st Century IT Support for the NHS - National Strategic Programme

- Child Support Agency transformation programme (twice)
 - Oracle implementation in the Department for Constitutional Affairs
 - National eCAF programme within the Department for Children Schools and Families
 - National Accounts Programme for the Office for National Statistics
 - BASS 3 Project for Ministry of Justice
 - National Assembly for Wales – ICT Solution
 - A “health check” of the Home Office Payroll & Pension Service (HOPPS) transformation programme.
- BG Group - 2006 – 2011. As a fast-growing organisation FTSE top 20 Company operating in the highly competitive and safety-critical petrol chemical environment, BG Group had to be able to access and share information quickly. Steve successfully held several delivery focused roles within the Global IT department, and delivered many projects successfully. He is therefore experienced in working globally in a highly regulated safety critical environment.
 - Brighton and Hove Albion Football Club In 2006/07 used Financial management and modelling experience to build a complex and very detailed model for the construction of the Club’s new stadium and for the Operation of the Football Club in the long term, to demonstrate affordability, cash flow requirements and to test alternative scenarios. The Amex Community Stadium was opened in 2011 – very satisfying.

Director, Capita Consulting, 2002 – 2005

- Bolton MBC - Steve spent some 2 years on their large-scale transformation programme, focusing on CRM and Oracle Finance and HR implementation, creating shared service centres for these functions. Working with the Chief Executive and Executive Management Team, Steve was the architect of a major transformation programme – “Shaping Future Services”. This programme aimed to put customers (the citizens of Bolton) at the heart of everything the Council (and its strategic partners) does, while successfully addressing a range of external drivers. Established team methods, Governance, approach to benefits realisation and general modus operandi. This was a large and complex transformation programme including the creation of shared services centres and is seen as the single most significant change in the Council for 30 years. Steve’s role was that of management team facilitator, programme manager and architect.

Associate Director, Cornwell Management Consultants Ltd, 2000 – 2002

- MoD Defence Logistics Organisation – led a major Data Management Programme during 2001. The objective was to clean up static data prior to implementation of major new supply information systems for all three Services. As programme manager Steve researched and designed innovative approaches, using “fuzzy matching” techniques, and planned, co-ordinated and managed the activities of 30 or more staff spread across all three Service environments and other stakeholder groups. As a result Steve gained a good understanding of data management theory and practice. Helped to establish “the Cleansing Project” team that went on to succeed in meeting all its objectives and achieved a measurable saving of over £15m in the process.

Director, Price Waterhouse and PWC management consultants, 1990 - 2000

- Jefferson Smurfit - Finance Function Transformation. Lead all the change management activities associated with the core design and pilot implementation of a major SAP programme based in Paris, mainly driven by the need to take cost out of the finance function by creating country specific finance shared service centres. The overall team size was 80+ with a mixed team of ten on change management., Lead the work to design a generic country based shared service centres and to implement a pilot in the Netherlands. Lead all benefits planning and realisation work.
- Fisher Rosemount GmbH - Programme manager for this international engineering group on a large-scale, tax-driven transformation. This “sales commissionaire” programme covered most countries in Europe, and had a mixed team of ten. It required a detailed planning and design phase, including a core design and, followed by a country-by-country roll-out across Europe.
- Boots the Chemists - Managed a large-scale business / BPR / culture change programme. The programme was an attempt by the Chief Executive to energise his Head Office. Steve had line management responsibility for a mixed team of fourteen, and regular Board level engagement. Successfully challenged the status quo and initiated a comprehensive change programme using a tailor-made methodology which incorporated a strong “culture change” element.
- Ministry of Defence – Information systems strategy for the Finance function, which lead to the introduction of resource accounting.