

Kim T. J. Parker

Date of Birth: 21 April 1962

Address:

21 Coy Pond Road
Poole BH12 1JT, UK

Citizenship: British

Email: kim.PARKER@alumni.insead.edu

Phone:

+44-7833606790

AREAS OF EXPERTISE

- strategy formulation and conversion into initiatives for business transformation
- development and strengthening of capital markets and banking systems / institutions in both developed and emerging economies
- “6-sigma” project direction & change management in cross-functional, multi-cultural environments
- understanding the dynamics, improving regulation and fostering the growth of collective investment schemes

PROFESSIONAL COMPETENCIES

- leadership, general management and team-building
- facilitation, coaching, communication and training skills
- negotiating with and convincing third parties to buy into ideas
- combining creativity with rigorous analysis to diagnose and solve problems
- strategic and business planning, including budgeting

EDUCATION

- 2002 – 2004** The College of Law of England and Wales, UK: PgD in Law (*with commendation*)
- 1995** University of Barcelona: Diploma in Hispanic Studies (*nivel superior*)
- 1992** INSEAD, Fontainebleau, France: Master of Business Administration (MBA)
- 1981 - 1984** Brigham Young University, USA: BSc Psychology & French (*mention bien*)

MAJOR TRAINING PROGRAMMES

- 1996 – 1999** GE training courses: Leadership Interchange; Facilitation Workshop; Total Quality Management (MBB parts I-IV & Design for 6 Sigma); Global Leadership Development Programme; Mergers & Acquisitions; Advanced Managers Course
- 1986-1989** London Stock Exchange courses: Investment Analysis & Fund Management

LANGUAGES

Fluent: English, French, Spanish

Working Knowledge: Italian, German, Russian

PROFESSIONAL EXPERIENCE

2000 - Present *International Strategy and Organisation Development Consultant / Interim Manager*

See full project list in the annex to this curriculum vitae.

Last assignment: **Solution Lead** London, UK

Responsible for: representing Arum Consulting in a Capgemini-led consortium on a £800m BPO bid; defining the solution; performing supporting research & analysis; gaining consensus and buy-in amongst the wider team; engaging in client dialogue sessions; preparing and delivering client presentations; writing several chapters of the bid document.

- 1996 – 1999** **GE Capital** Fleet Services Europe, Brussels, Belgium
- 1998-99 Programme Director, Euro Implementation*
Member of the European Board of Directors, contributing to setting strategic goals and identifying key initiatives for GECFS Europe. Specifically responsible for determining the strategic positioning of GECFS with regard to European Monetary Union, including planning, organising and leading the operational changeover to the Euro as the company's base currency, working closely with each function from sourcing to sales in the process.
- 1996-98 European Manager of Organisation Development & Staffing*
Primarily responsible for assuring the timely delivery of HR services and processes across Europe with special emphasis on providing HR consultancy, leading executive recruitment, directing the performance management process and managing cultural change, including acquisition integration.
- Also fulfilled the function of *Acting European Director of Human Resources*, with responsibility for setting strategy, leading the European HR team, and representing the Human Resources function at Board level (last 15 months).
- 1993 – 1996** **DFC**, Barcelona, Spain
- Consultant*
Provision of strategic consultancy services, specialising in capital market development, collective investment instruments, privatisation and banking advisory work. Participation in all aspects of projects, including proposal preparation, negotiation, planning and project management.
- 1985 – 1991** **Pierson, Heldring & Pierson (ABN-Amro Bank)**, London & Amsterdam
- 1990-91 Department Manager, Dutch Equity Sales*
Responsible for the department budget, performance targets, sales force motivation and staff development.
- 1987-89 Account Manager (Stock Broker)*
Communication of price-sensitive information to institutional investors and provision of investment advice and services.
- 1985-86 Administrator*
Design and management of all back office processes relating to the purchase and sale of Dutch equity and bond instruments.
- 1985** **Department of Health & Social Security**, London, UK
- Executive Officer*
Responsible for the administration of State pension and social security benefits in a London district.
- 1984 – 1985** **Dubarry Calne Ltd.**, Bournemouth, UK
- Financial Advisor*
Analysis of the financial position of private individuals and making recommendations for pension plans, insurance products and savings instruments appropriate to their financial situation.

ANNEX TO CV OF KIM PARKER: Consulting & Interim Management Assignments

2000 – Present

<u>Germany</u> (Deutsche Bank)	<p><i>Strategic Advisor to Collections & Recoveries Director</i> (18 months)</p> <ul style="list-style-type: none"> Responsibilities included: performing in-depth diagnosis and analysis in support of strategy formulation; advising executive management on strategic direction; developing and managing strategic initiatives to transform and optimise Collections & Recovery operations; devising and delivering communication content and activities to inform and engage stakeholders; allocating and overseeing €2,5m annual IT spend and management of the business interface with IT and other third-party providers.
<u>Europe</u> (RBS RDE GmbH)	<ul style="list-style-type: none"> Served as a member of the Operations Management Team of a leading European direct bank as Head of two operational units, Service Improvement and Operations Finance, managing a team of 20 across Europe (12 months) Specifically responsible for ownership of the Customer Experience on the one hand and providing strategic insight to the Operations Management Team through detailed analysis of financial and operational performance on the other Devised strategy and roll-out of lean-sigma methodology, while managing ongoing continuous improvement initiatives to enhance the Customer Experience and Operational effectiveness
<u>France</u> (private client)	<ul style="list-style-type: none"> Review of distribution platforms for mutual funds in France and assessment of opportunities for expansion/growth
<u>Europe</u> (private client)	<ul style="list-style-type: none"> Facilitation of €200 million financing for the development of an industrial and logistics park in Romania
<u>CEE</u> (private client)	<ul style="list-style-type: none"> Development of a new product providing market intelligence on the mutual funds industry in 13 Central and Eastern European countries.
<u>Spain</u> (private client)	<ul style="list-style-type: none"> Feasibility study for the setting up of a private equity fund investing in Spanish SME in selected sectors
<u>India</u> (private client)	<ul style="list-style-type: none"> Participated in the setting up of a joint-venture asset management company in India with a leading Indian bank, with specific responsibility for the business plan and operational integration with the European Asset Management partner
<u>Poland</u> (private client)	<ul style="list-style-type: none"> Set up country-wide distribution of the mutual fund products of a leading European Asset Management Company through the branch network of a major Polish bank
<u>Togo</u> (GTAC2A)	<ul style="list-style-type: none"> Reorganisation of the leading insurance company, including redesign of the organisation structure, job functions, a social plan and the introduction of new HR procedures.
<u>Peru</u> (FIRST)	<ul style="list-style-type: none"> Evaluation of fiduciary risk in the collective investment sector and of corresponding supervisory processes, recommending methods of strengthening investor protection.
<u>Egypt</u> (AfDB)	<ul style="list-style-type: none"> Scoping out technical assistance for two public sector banks in order to ensure the efficient and effective implementation of a line of credit for SME development
<u>Madagascar</u> (Alliance)	<ul style="list-style-type: none"> Designing the organisation structure and drafting HR policies, contracts, manuals and procedures for the new local office of an international NGO
<u>Colombia</u> (FIRST Initiative)	<ul style="list-style-type: none"> Evaluation of and recommendations for changes to the present regulatory framework and supervisory processes for Collective Investment Schemes (CIS), and the design and delivery of a training course on the supervision of CIS, including a study tour to Peru.
<u>Mozambique</u> (AfDB)	<ul style="list-style-type: none"> Performance of a financial sector review and design of an institutional support programme for Mozambique on behalf of the African Development Bank, including the identification of the training needs of the various players in the financial sector
<u>El Salvador</u> (World Bank)	<ul style="list-style-type: none"> Elaboration of a diagnostic study of Central American Capital Markets with a view to developing Salvadorian Capital Markets
<u>Russia</u> (TACIS)	<ul style="list-style-type: none"> Transfer of knowledge of western banking practices and provision of consultancy services to private Russian banks, with particular emphasis on Strategy, Organisation Design, Marketing, HR, Quality and Profitability Management
<u>Venezuela</u> (IADB)	<ul style="list-style-type: none"> Analysis of the future evolution of local capital markets and recommendations for the reorganisation and institutional development of the <i>Comisión Nacional de Valores</i>
<u>Ivory Coast</u> (AfDB)	<ul style="list-style-type: none"> Diagnostic of the current organisation of the African Development Bank and recommendations for a new organisation structure consistent with its newly elaborated vision, mission and values statements Analysis of the skills-gap and training needs of AfDB's Human Resources

	Department through the creation and administration of a competency-based staff evaluation system with an interface to SAP
--	---

1993 – 1996

<u>Belarus</u> (TACIS)	<ul style="list-style-type: none"> • Institutional Development of the State Inspection of Securities, and supervision of securities markets in general, including designing and delivering training sessions • Design of the implementation programme for a State Voucher scheme through which mass privatisation would be effected
<u>Bulgaria</u> (PHARE)	<ul style="list-style-type: none"> • Review of the use of management contracts for the supervision of State-owned enterprises in western Europe and their potential application in Bulgaria
<u>Eastern Europe</u>	<ul style="list-style-type: none"> • Feasibility study, business plan and marketing of a new closed-end investment fund to invest in private banks in the region
<u>Hungary</u> (PHARE)	<ul style="list-style-type: none"> • Strengthening the capabilities of the Hungarian State Banking Supervision for on-site examination and supervision of financial institutions, including design and delivery of a tailor-made banking supervision training course
<u>Russia/ Ukraine</u> (TACIS)	<ul style="list-style-type: none"> • Preparing business plans for Ukrainian enterprises seeking alliances with EU firms • Design and delivery of tailor-made bilingual training courses and organisation of a study tour for securities market professionals
<u>Spain</u>	<ul style="list-style-type: none"> • Study of the future evolution of savings patterns in Spain compared with its EU peers, the USA, Japan and Australia, and analysis of the implications for local providers of collective investment products • Recommendations for the reform of the public pension and social security system, including the design of an alternative scheme complementary to the existing one • Study of the interface of public and private pensions and the implications for the Spanish banking sector • Analysis of the fiscal system, identifying and quantifying the impact of suggested reforms • Providing on-the-job training to the in-house research team of a leading bank
<u>Tunisia</u> (MEDA)	<ul style="list-style-type: none"> • Assessment of the need for the introduction or development of new equity instruments to strengthen the financial structure of Tunisian private enterprises
<u>Turkmenistan</u> (TACIS)	<ul style="list-style-type: none"> • Provision of policy advice to the Finance Minister on the creation of local capital markets

1992

<u>Poland</u>	<ul style="list-style-type: none"> • Design of a product-profitability methodology for a State bank preparing for privatisation (<i>INSEAD project</i>)
---------------	--