



CURRICULUM VITAE

PERSONAL DETAILS

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COMPASS PERFORMANCE MANAGEMENT LTD June 1999 - Present

The decision to establish Compass Performance Management was based on my desire to work more with individuals and teams in a way that is focused on improving performance. Since I believe that giving feedback is the most effective way of helping individuals and teams recognise what it is they need to do to improve performance, much of my work is in this area.

My approach with individual managers and teams can involve one or more of the following :

- **Individual Coaching**
- **Psychometric Profiling**
- **360 Degree Feedback**
- **Team Profiling**
- **Facilitating Workshops**

In partnership with a colleague originally based at Lancaster University I developed and launched the very successful Compass360, an internet based 360 degree feedback instrument designed to assess individual and team performance against any criteria identified by the client organisation (view the system at www.compass360.net/demo). I use this system with my clients, offer it on a bureau basis and market it to organisations interested in incorporating 360 degree feedback into their own performance development process both in the UK and abroad. Since 1999 Compass360 has been further developed and improved and also new products, CompassSurvey, CompassTeam, CompassCoaching and CompassReview introduced.

Licensed and Other Profiles/Questionnaires Used

Myers Briggs Type Indicator Step 1 & 2 Inventory	Strength Deployment
Human Synergistics - Verax Belbin Team Roles Interplace	LEAD Leadership Style TEAM Performance Skills

Most Recent Roles:

BRADFORD HOSPITALS NHS TRUST
Management Consultant

June 2000 – March 2001

Working on a fixed term contract as an internal management development consultant for the Trust my main responsibility was to design and implement an appraisal system for medical consultants including training for appraisers. I was also involved in a number of other initiatives including the introduction and development of competency based performance management, 360 degree feedback, leadership and team development as part of the HR Framework element of the NHS National Plan. I continue to work in the Trust on a regular basis as an external consultant.

LEADING EDGE MANAGEMENT
& TEAM DEVELOPMENT LTD

Feb. 1990 - May 1999

Managing Director/Management Consultant

The role involved overall responsibility for the co-ordination of consultancy, training, finance, marketing and administration of the company. Key tasks included:-

- Direction and strategy of the company
- Financial planning and budgeting
- Marketing strategy, publicity material and company image
- Support of consultants, client service function and administration team
- Managing associate consultants
- Management and development of own client accounts

In addition, providing a consultancy and training service to clients at Senior Manager and Director levels in the following areas of effective teamwork, teambuilding, team development, developing leadership and managerial competencies and individual coaching. Training programmes included the use of practical tasks, structured exercises, process reviews and contemporary management theory models. Management development programmes also included the use of team profiling and/or 360° feedback instruments to assess and develop individual managerial competencies. Feedback would be given on a 1:1 basis and followed up by coaching/mentoring sessions.

RELEVANT QUALIFICATIONS AND PROFESSIONAL MEMBERSHIPS

September 2004	OPP MBTI Step 2 Certificate
July 2004	Centre for Coaching - London Certificate in Coaching
Sept. 1999 - June 2000	ACCEPT - Alston Hall Advanced Diploma in Counselling Skills Level 1 & Level 2 Certificates
May 1999 – Oct. 1999	The Test Agency British Psychological Society Level A - Aptitude and Ability Measures Level B - Personality and Behavioural Measures
Sept. 1982 - May 1985	Manchester University Post-Grad Diploma in Management Studies
Fellow of the Chartered Institute of Personnel and Management (FCIPD) Member of the Association for Coaching	

Other Roles

Commercial Manager/Senior Trainer Nov. 1987 - Jan 1990
Arete Training & Development Ltd, Lancaster

Responsible for commercial and general business development areas including marketing, publicity, sales and costing of training programmes. In addition, the training and development of middle and senior managers on workshop based or residential courses in Effective Teamwork, Leadership and Developing Managerial Skills Programmes.

Director - Success Story Ltd (sister company)

Established a corporate hospitality event company as an additional service to Arete's clients and others. Specialised in large scale team activities designed to complement the theme of a client's one-off event.

Assistant Director Sept. 1976 - Oct. 1987
Y Services Training (76-87 Cardiff, London and Manchester)

Started as a trainer and became Assistant Director in 1981 for this UK wide training organisation. Managing a £10m budget providing vocational and development training, day-release and residential programmes. Responsible for the overall management and development of the service via three Regional and eleven Area Offices employing 25 staff and 180 associate trainers.