

# HDB Associates

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2016 Brochure





**Smarter by Design**

## Our Vision

“To provide every client with exceptional service and develop relationships that will stand the test of time.”

## Our Services

### Management Consultancy

- Strategy
- Business Transformation
- Operational Improvement
- Change Management
- Interim Management

### Technology & Innovation

- Business Systems
- BIM & Design Services
- Interim Management



## Why HDB Associates?

“We do what we say”, delivering all the experience and rigor of a Corporate without the overheads and politics.

We focus on your project not on selling you the next one...

Things don't always go as planned, we have the experience and knowledge to provide the independent advice needed to get things back on track.

We offer a flexible and nimble approach and can adjust to meet your changing needs.

"It's more than just implementing new processes or applications, HDB Associates recognise how critical it is to fully comprehend your requirements and then provide practical and efficient solutions to make them a reality."





## Getting to know you

Stage one is **getting to know you**, this is the most critical stage and often overlooked. HDB Associates will get to **understand** your business, culture, aspirations and risk appetite, will **build** relationships with all key stakeholders and will **develop** a clear understanding of what success looks like. If you have an existing strategy, we will review your goals and how you want to achieve them. We can also help you determine the best strategy and guide you through the process - ensuring you have the outcomes that meet your aspirations.

## Analysis and Planning

The next stage, **Analysis and Planning** is where we undertake a more **detailed review** of your business and strategy with a wider group of stakeholders, building relationships and analysing how you operate in detail. We focus in on your culture, current operations, business systems and processes. We will then develop a **roadmap** to drive your transition from where you are now to achieve your desired outcomes.

## Implementation

During the **Implementation** stage we will project manage the process. This will include **leveraging** the best products and supply chain partners; providing a **technical interface** between your requirements and their products; establishing clear and precise specifications which ensure the delivery of **bespoke solutions**; managing the relationships with partners and ensuring effective delivery and implementation within your organisation; managing risk during the process and adapting the plan if necessary to ensure delivery compliance; and driving change in the business whilst working with the users to ensure their buy in.

## Review

Following the implementation stage a **Review** is undertaken to ensure that the required **outcomes** have been achieved, **lessons learned** are incorporated, any necessary **actions** are identified and **performance indicators** are in place to monitor progress over time.

Further reviews should be undertaken at regular intervals to ensure the changes have been fully embedded within the organisation; to monitor stakeholder engagement and to ensure the desired outcomes are being achieved.

**“The key requirements for managing change  
are ownership and involvement”**

**“You teach me, I forget. You show me, I remember. You  
involve me, I understand.”** – Edward O. Wilson

**“People support a world they help create.”** — Dale Carnegie





## People

The single most important factor to be addressed to ensure a successful change management programme is the people. We believe there are three key types of stakeholders in every organisation; Decision makers (senior management), implementers (middle management) and users (staff). Our approach is to involve all three groups, at every stage of the implementation, ensuring they take ownership of their role and feel involved.



## Process

Efficiency and quality will only be achieved by the use of robust processes that are well defined and underpinned by standards and training. We focus on the processes from creation to adoption, as many initiatives succeed on the drawing board but fail to get embedded within the organisation.




## Technology

Selecting the correct technology is a vital component of any new initiative.

We ensure the most appropriate technology is used to meet your requirements and importantly your budget. The latest and greatest technology is often not needed and more cost effective solutions are generally available.

Before making any recommendations we review your existing capabilities and resources. In many cases new technology isn't required, just a better use of your existing tools.





**“In a nutshell, no matter how good you are, if you don’t have effective leaders around you to support the vision and drive accountability, you won’t achieve your goal. A leader is nothing without the team.”**

**Steve Waugh**



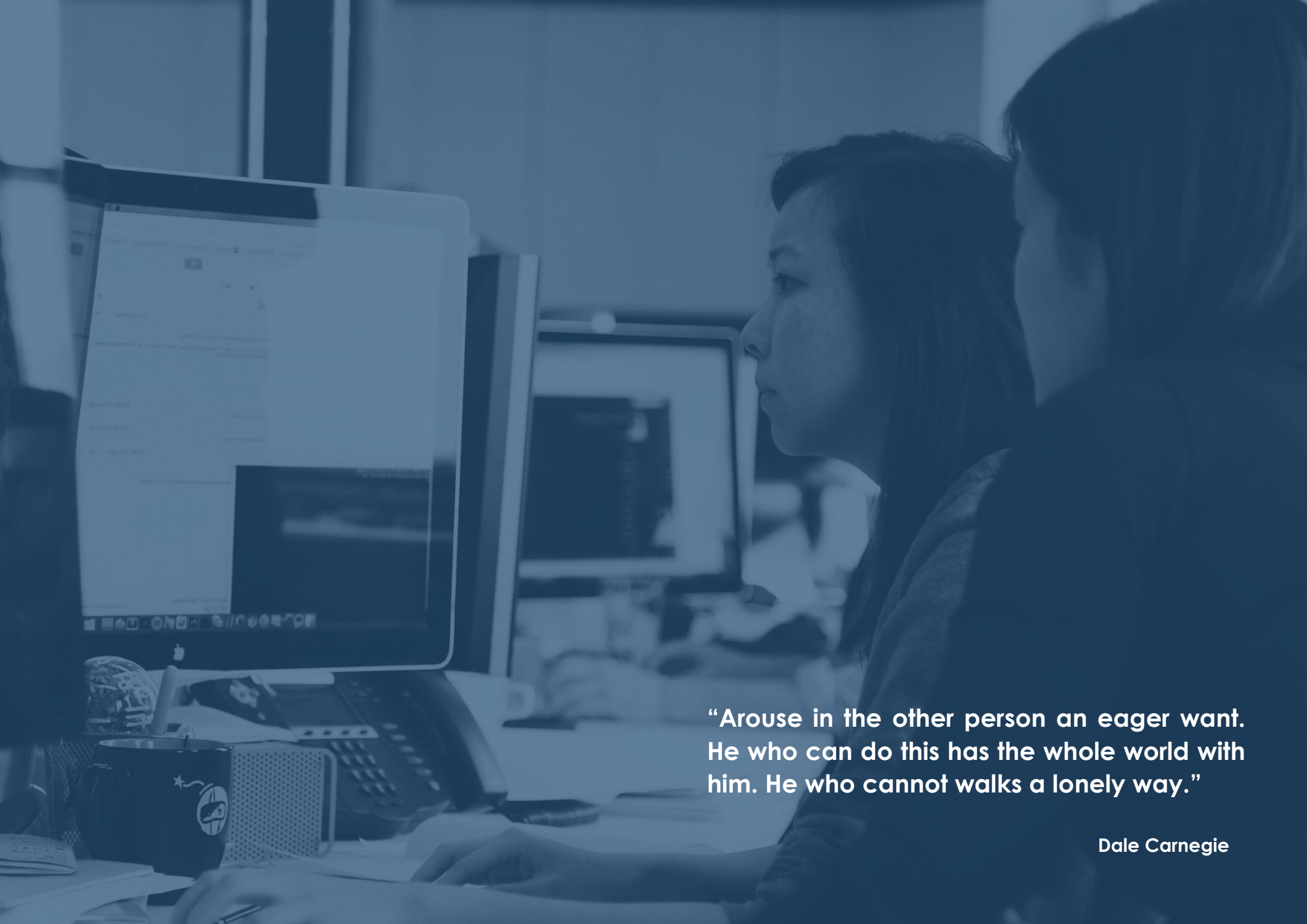
## Management Consultancy

We can advise you on the development of your corporate or business unit strategies, from the strategic decision making process, through to making them a reality.

We offer practical independent advice and have extensive experience of guiding and supporting the development and delivery of; Corporate Strategies, Mergers & Acquisitions, Organisational Strategies and Functional Strategies.

We have the skills and experience to help you to transform your business, making your aspirations become a reality.

We develop Roadmaps, with associated processes and tools, to transition your business from its current working methods to meet the ever increasing demands within the industry.



**“Arouse in the other person an eager want. He who can do this has the whole world with him. He who cannot walks a lonely way.”**

**Dale Carnegie**

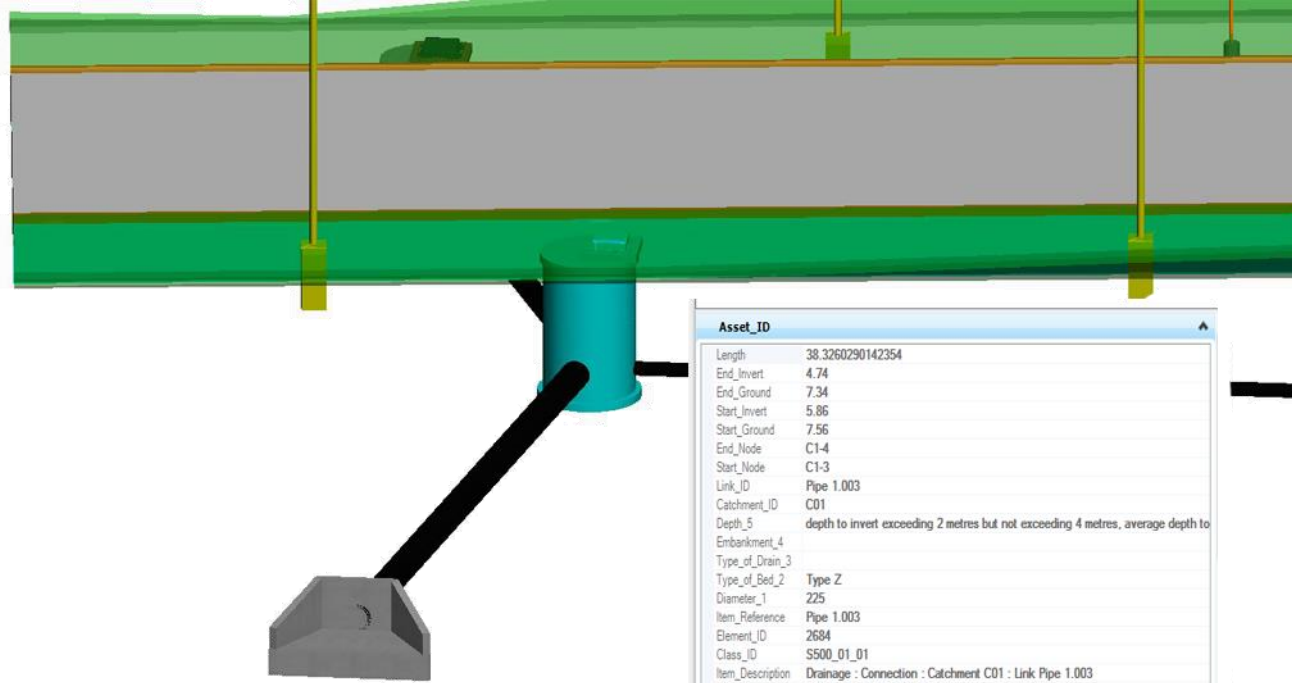
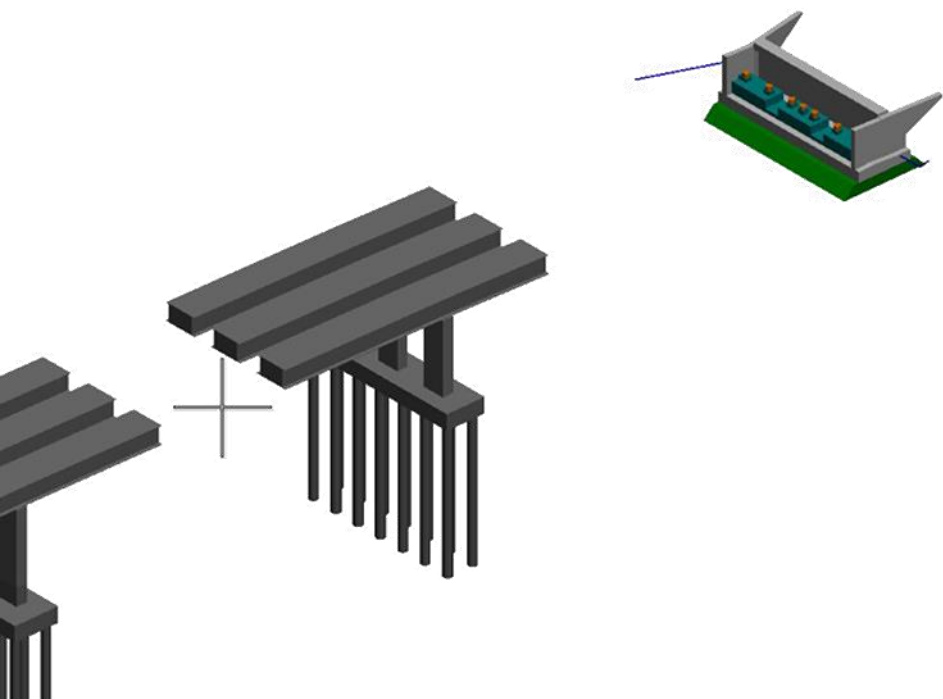


## Business Systems

Our construction industry experience, combined with our expertise utilising the latest technology allows the delivery of innovative solutions that meet business requirements and deliver true value.

We excel in our ability to blend solid IT project management methodology with a proven ability to design and implement business enhancing systems which integrate seamlessly, improve data flow and deliver business intelligence.

Our global experience, coupled with our ability to understand and communicate change helps shape business systems that add significant value in both the short and longer term. We work closely with you to provide the expertise and dedication to ensure the successful and timely design, development and implementation of the systems that will enhance your business.



Asset_ID	
Length	38.3260290142354
End_Invert	4.74
End_Ground	7.34
Start_Invert	5.86
Start_Ground	7.56
End_Node	C1-4
Start_Node	C1-3
Link_ID	Pipe 1.003
Catchment_ID	C01
Depth_5	depth to invert exceeding 2 metres but not exceeding 4 metres, average depth to
Embankment_4	
Type_of_Drain_3	
Type_of_Bed_2	Type Z
Diameter_1	225
Item_Reference	Pipe 1.003
Element_ID	2684
Class_ID	S500_01_01
Item_Description	Drainage : Connection : Catchment C01 : Link Pipe 1.003
Item_ID	S500_01_01_C01_1.003
Reference_String	n/a
Metrage_Start	0
Metrage_End	0
Construction_Status	Design
Percent_Complete	100
Model_Location	HDBA Roundabout

WBS	Series Item	Bill Description	Unit	% Comp	Qty	Rate (£)	Amount (£)
<b>Series 700: Pavements</b>							
<b>HDBA Roundabout</b>							
<b>Sub-base</b>							
0700.10.01	700/01	Unbound sub-base in carriageway hardshoulder and hardstrip 320mm	m3	100.00	2,024.76	19.50	39,482.86
<b>Pavement</b>							
0700.15.01	700/02	Pavement P2 base course 105mm thick in Island	m2	100.00	485.76	45.00	21,859.29
0700.15.01	700/03	Pavement P1Z lower base course 130mm thick in carriageway hardshoulder and hardstrip	m2	100.00	5,948.32	49.75	295,929.07
0700.15.01	700/03	Pavement P2 lower base course 60mm thick in Island	m2	100.00	72.65	46.00	3,341.90
0700.15.01	700/03	Pavement P2 lower base course 60mm thick in carriageway hardshoulder and hardstrip	m2	100.00	306.40	46.00	14,094.40
0700.15.01	700/04	Pavement P1Z upper base course 115mm thick in carriageway hardshoulder and hardstrip	m2	100.00	5,948.32	51.50	306,338.57
0700.15.02	700/05	Pavement P1Z binder course 60mm thick in carriageway hardshoulder and hardstrip	m2	100.00	5,948.32	51.00	303,364.15
0700.15.03	700/06	Pavement P1Z surface course 35mm thick in carriageway hardshoulder and hardstrip	m2	100.00	5,948.31	50.20	298,605.38
0700.15.03	700/06	Pavement P2 surface course 20mm thick in Island	m2	100.00	485.75	35.60	17,292.70





## BIM & Design Services

We not only understand BIM Level 2 compliance requirements, but the need to ensure that BIM and traditional deliverables are not developed using parallel workflows but one seamless set of processes.

We see Level 2 as an interim target, the real goal is to use the latest collaboration and modelling tools to deliver high quality solutions efficiently, providing best value to your clients and supply chain partners while maximising your returns.

To achieve this your BIM strategy needs to move from presentations to best practice in your delivery teams. We have the skills and experience to make your aspirations become reality, developing and implementing a Roadmap, with associated processes and tools, to transition your business from its current working methods to compliance with BIM Level 2 and beyond.

Our approach is to embed new working methods with the minimum of disruption, while achieving the maximum returns in efficiency, consistency and quality of your deliverables.



**“You can’t do a good business with a bad person. Find the right people to work with and you can’t go wrong.”**

**Richard Branson**



## Interim Management

We provide a broad range of interim management services, our team boasts a huge depth of experience across a broad spectrum of management, technology and project delivery.

We are able to supplement your existing teams either to help you deliver a short term project or perhaps kick start a longer term strategic initiative. Our ability to provide impartial and focused advice, drawn from decades of practical experience, allows us to be an efficient solution to your business challenges.

We can be extremely flexible in their approach, give us a call for a chat to discuss our Interim Management services.





Our team offers over 100 years of corporate and technical experience, providing a different kind of Consultancy. Our size, experience and independence allows us to focus solely on your needs. Our approach is to ensure that the solutions we provide exceed your aspirations and fit seamlessly into your way of working.



All our services will add true value to your organisation, whether it is improving your Business or Design processes or providing interim support.

The team came together with a wide range of experiences, but with a common desire to provide an unparalleled level of customer service.



Our proactive approach to change management will ensure our solutions don't stay at the board level but are embedded within your organisation.





## **David Bennison** BSc MSc CEng MCIHT MBCS Director

Chartered Engineer with over 30 years' experience in both private and public sectors with proven leadership, business and financial management skills. Track record in driving improvements in efficiency, technology innovation, cash performance and contract delivery alongside implementing major change programmes within mergers / acquisitions and changing business environments.

Prior roles include responsibility for the strategic direction of AECOM's use of technology and data management, including meeting the statutory BIM requirements throughout Europe, Middle East, Africa and India. Significant experience of board level roles including Managing Director (UK & Ireland) of URS, a Fortune 500 global provider of architecture, design, engineering and construction services.

- ❖ **Strategic Leadership** – Expertise in defining the Strategic Direction of the business incorporating vision, values, behaviours and business planning.
- ❖ **Board Director** – 15+ years' experience of being a statutory company director with expertise in roles and responsibilities, risk management, company accounts and balance sheets, Corporate Governance UK / US including Sarbanes-Oxley, FCPA regulations and managing within a global business.
- ❖ **Consultancy, Business Development and Relationship Management** – Highly customer focussed with excellent client relationships at executive level. Track record of successful project delivery, preparation of proposals including quality / financial submissions and client account management.
- ❖ **Operational and Financial Management** – Expertise in the effective operational and financial management of the business including resource management, contract management and financial analysis using KPIs.
- ❖ **People Management** – Commitment to Coaching and Developing Talent within the business. Implemented Investors in People and achieved Gold standard. Developed and embedded behavioural framework as part of performance management system.
- ❖ **Systems / Process Management** – Expert knowledge of Quality, Health and Safety and Environmental Systems and Accreditation Schemes.
- ❖ **Project Direction and Management** – 30+ years' experience of managing major projects, delivering to budget and programme and incorporating the use of new technologies and workflows as a key differentiator.
- ❖ **Technology and Data Solutions** – Developing and implementing Technology Strategies, specifically leveraging new technologies to drive innovation and efficiency in business. Expertise in Business Systems, Data Management, Processes and CADD / BIM.



## Stephen Wells

BSc CEng CDir CWEM FICE FCIWEM  
Director

Chartered Engineer and Chartered Water Environmental Manager with over 30 years' experience in engineering management consultancy and EPC engineering & construction.

Prior roles covered the Americas, Europe, Middle East, Africa and Asia for client sectors commercial, defence, education, energy, health, industrial, manufacturing, marine, mining, nuclear, oil & gas, pharmaceutical, residential, transportation, water and waste. Significant experience of board level roles including Group Strategy & Business Development for Bewater International, Costain Group, URS International and Aurecon Group based in the UK and Australia.

- ❖ **Strategic Leadership** – Expertise in deriving, implementing and delivering the Strategic Direction of the business through client and partner service offerings.
- ❖ **Board Director** – 15+ years' experience of being a statutory company director with expertise in strategy, business growth and client offerings through technology, innovation and partnering. Chaired the Executive Investment Panel for a FTSE 250 company covering project risk, equity investments, disposals and partners. Member of a Fortune 500 Board Committee for Business Development (US\$10B revenues).
- ❖ **Construction, Consultancy, Business Development and Relationship Management** – Highly customer focussed with excellent client and partner relationships at executive level. Highly tuned to adding value to clients, their shareholders and stakeholders through quality proposals demonstrating innovation and leverage of technology.
  - Business start-up Wimpey Water Engineering (1995 - 1999): nil to US\$100m revenues
  - Business turn-around Bewater International (1999 – 2003): loss making in 1998 to profit by 2001/2
  - Business growth Costain (2003 – 2011): doubling revenues to \$1600m
  - Business integration URS (2011 – 2012): integrated Scott Wilson into URS
  - Business growth Aurecon Group (2013 – 2015): 20% key client revenue growth
- ❖ **Operational and Financial Management** – Seventeen years operational leadership of complex multi-disciplinary EPC contracts including Channel Tunnel, MoD, M25 and numerous UK and international water and wastewater process plants. This experience included delivering projects into service for our clients with extended periods of operation and maintenance post takeover.
- ❖ **People Management** – Coaching and mentoring future leaders, potential successors and team members at all levels of the business. Delivered annual executive director training and development programme for our future leader programmes.



# Kevin Welch

Director

Over 23 years of IT experience at C and Board Level in both the US and Europe for Fortune 250 Global AEC Corporations. Kevin has a proven track record of defining holistic business technology strategy and then executing that strategy through considered, technical, cultural and managerial change. Kevin has seen the huge business benefits that can be achieved through good strategy and also the inherent business risks of having poor or no strategy.

- ❖ **IT Strategy Consultancy** - I have developed and delivered both global and departmental technology strategy. Working with senior business management and existing technology teams to develop a sustainable technology strategy that will deliver business objectives while mitigating risk.
- ❖ **Security & Risk Management** - Information security has become “the” hot topic in boardrooms around the globe. Our practical experience of dealing with this risk within the AEC space, be it from state agencies; for profit or internal disgruntled employees, is second to none.
- ❖ **Cultural & Change Management** - IT has moved inexorably and rapidly from the backroom to the boardroom. Having successfully dealt with this issue on a global and local level we have the experience to bridge the gap between the business and IT helping both sides be successful.
- ❖ **Mergers & Acquisitions** - As part of a highly acquisitive Corporation I have managed the Information Technology elements of M&A for both small (30 person) and large (50,000) companies. I have also been able to manage the long term technical and cultural change.
- ❖ **Organisational Restructuring**- Impartial, objective, experienced and non-political external consultancy to help make the best long term organisational decisions for the business.



**Alan Potter** BSc MCIHT  
Director

With over 17 years' international experience in the construction and engineering sector and a track record in delivering strategic solutions and business change across a wide breadth of projects and organisations Alan has a passion for driving IT innovation, data management, process improvement and delivery of critical business applications.

- ❖ **Consultancy, Business Development and Relationship Management** – Strategic analysis and delivery of a roadmap for asset management at the Sellafield Nuclear Reprocessing facility identifying key workflow and process improvements.
- ❖ **Technology Solutions Delivery** – Direction and delivery of global systems focused on multi-million pound cost savings and efficiency improvements. The conduit between IT professionals and business leaders ensuring the appropriate and effective IT spend focused on delivering a sustainable innovative environment.
- ❖ **Strategic Leadership and People Management** – Building and maintaining strong relationships across all stakeholders. Leading large (on and off shore) global teams, focusing on empowerment and development of staff to work within a common culture and strong set of behaviours.
- ❖ **Business Analysis and Process Improvement** – 15+ years' experience of understanding and interrupting technical engineering requirements and ensuring the "fit for purpose" delivery of systems to exact standards and requirements. Ability to understand and breakdown complex problems enabling analysis to identify areas for improvement.
- ❖ **Change Management** – Strong change management expertise to facilitate change and ensure successful delivery.
- ❖ **Digital Data Strategies** – Delivery of a data management strategies focused on improving data flow across organisational assets with the introduction of a common data environment allowing clear business intelligence.
- ❖ **Project Direction and Management** – 17+ years' experience of managing major IT and Systems projects, including ERP implementations utilising methodologies as diverse as Agile/SCRUM and PRINCE2. Proven delivery to budget and programme utilising the most appropriate technologies and processes whilst ensuring controls and methodologies are implemented and adhered to during project stages.
- ❖ **Implementation of Cloud based applications** – Strategy and implementation of core systems to global organisations. Simplifying and scaling applications utilising approaches such as PaaS/SaaS and incorporating Service Oriented Architecture as a repeatable approach to integration, performance and maintainability.



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