



## INTRODUCING Ian Phillips

Ian has gained over 25 years experience in business from small independent businesses through to the largest. He has experience in Operations, Marketing, Purchasing, Sales, Accounting, Project Management, HR and Finance gained from the running of his own businesses but also from companies such as Deutsche Bank, UBS, RBS, Bass Breweries and United Biscuits to name but a few as well as several software companies.

After obtaining a Business Studies Degree (Hons), Ian started his career in the operation department of Palmer & Harvey Ltd then progressed to Sales in United Biscuits followed by the creation of his own consultancy business where he worked for UBS, Flemings, Morgan Grenfell. Ian was then appointed IT Director of CIBC World Markets and became a Sales director in a Software Consultancy group before finally moving into Operations in two other Banking Software companies.

In his career Ian has had many notable achievements, the most memorable being a Sales training exercise with a US division. When Ian joined the team it had the worst performance results and had the lowest morale, he turned this on its head and transformed them into the best performing division with high morale. and unlike many start up businesses, his own consultancy business was very profitable over a 3 year period until Ian became employed once again. This experience has given Ian a valuable insight into business owners.

After 20 years of global travel and a weekly 20 hour commute Ian has now decided to use his broad commercial experience to concentrate on helping local businesses in his local territory. Ian joined ICON after several recommendations by friends and business colleagues placing him firmly back in the local community.

Ian has a unique portfolio of abilities that helps him to advise a business owner. He is passionate about helping small businesses to become successful by understanding and empathy. He understands how to change the challenges faced by businesses into opportunities. Ian has a wife and son but finds time to play on the golf course trying to reduce his handicap, this occupies much of his spare time so as to avoid work in the garden - much to his wife's amusement. When he does find time Ian loves movies and food. One of Ian's goals is to own a property in Barbados by the beach near a Golf course.

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