

Simon Tidman

11 The Stackyard, Croxton Kerrial, Leicestershire NG32 1QS
Telephone: 01476 879180 (Home) Mobile: 07722 879314(Personal)
Email: simon.tid@btinternet.com (Personal)

Key Achievements

I am an experienced trainer with real world experience of all elements of the training cycle. I have developed training programs for a variety of soft and hard skills. I am a competent and engaging classroom trainer and a qualified instructional learner with several large scale blended learning projects to my name. I love the creativity of designing and building E learning course and have developed skills in HTML, Photoshop and Flash as well as using a number of bespoke tools including KS Tutor, Dreamweaver and Nimble.

My biggest achievement during my training career was developing and implementing the e learning strategy for the Legal Services Commission. This involved sourcing an E learning management system and development solution (MyKS) and introducing it across the commission for 1200 users. I then recruited a team to develop engaging content and worked to change the culture that was very classroom focused. This led to a shift across the organisation to using online and blended learning with reduced costs for training. As part of this exercise we achieved internal training team accreditation from the Institute of IT training.

I have been a training manager and have driven the L&D provision in public sector organisation. I understand the link between skills and organisational performance. A good training needs analysis with a quality training provision will contribute significantly towards organisational goals. I have achieved this whilst working at the Legal Services commission. More recently I took the lead on an employee engagement project and a stream of this was using training and learning to improve engagement. I have worked outside of training and have a large amount of strategic experience and organisational design which I can also offer

I have delivered management skills training programs for the Legal Services Commission and the Believe Trust using blended learning. I developed and delivered a blended learning solution to train solicitor practices on crime management software at the Legal Services Commission. I have also experience of working as a coach and coached several senior managers whilst working at the Believe Trust. I have designed E learning courses on Governorship, Microsoft training and created induction programs over the last few years.

I have years of experience of all elements of the training cycle and I also have training qualifications. I studied the Training Accreditation programs (TAP) and have diplomas in learning facilitation and instructional design as well as a certificate in training. I also have a number of business and management qualifications and have completed NLP and coaching courses. I am an experienced project manager with Prince 2 certification.

I Played a key role in the current strategic direction of the Believe Academy Trust. Pivotal in establishing a clear vision and direction to ensure the Trust can grow sustainably. This included ensuring the Trust is equipped to face current and future challenges in education. As well as restructuring governance, staff, resources and rebranding the Trust to what it is now.

CAREER HISTORY

June 2015 – January 2018 **Business and Finance Director Believe Academy Trust**

- Responsible for all non-teaching operations including Finance, IT, HR, Marketing and Business Support
- Chief Finance officer accountable for all financial activities and compliance to ESFA,

April 2013 – June 2015 **Shared Services Leader Longhurst Group**

- Responsible for all elements of the HR Shared Services which provides contractual, recruitment and employment cycle services for four companies and a 1000 people

April 2011 – March 2013 **Shared Services Business Manager Legal Services Commission,**

- Involvement in all areas of the HR shared service model, including managing custom work such as organisational wide letter runs and managing Improvement projects to support process change.

January 2011 – March 2013 **HR Business Partner Legal Services, London**

- Worked as a strategic partner with management teams on people aspects of business plan and national people strategy. This included workforce planning, organisational design, succession planning and identifying and mitigating key 'people' risks.

-

EARLY CAREER HISTORY:

- **Senior HR Consultant & Business Lead**, Legal Services Commission, London, Nov 2007 - April 2011
- **IT Training Manager**, Legal Services Commission, Oct 2001 – Nov 2007
- **Training and Development officer**, TM Retail, Oct 1999 – Aug 2001
- **Area Manager**, Martin Retail Group, May 1997 – Sept 1999
- **Retail Support Officer**, Martin Retail Group, October 1995 – May 1997
- **Self-employed**, 1994 -1995
- Tesco Stores Ltd, **various managerial roles** Nov 1987- Sep1994

QUALIFICATIONS / PROFESSIONAL SKILLS

Academic:

- Certificate in School Business Management (CSBM)
- AAT Certificate in Accounting
- Certified GDPR Practitioner
- CIPD Certificate in Personnel Practice
- Prince2 foundation level
- TAP Diploma in learning facilitation
- TAP Diploma in Instructional Design