

Introduction

Welcome to a rather late Christmas, (but early New Year), newsletter from Roundpeg.

Much the same as many of these newsletters at this time of year, I thought that it might be a good idea to bring together a brief round up of the year and the market trends that we have seen and make an educated, and in some cases statistically credible, 'stab in the dark' at the trends we are expecting fro 2006.

However, initially I would like to thank you on behalf of not only myself but also the team here at Roundpeg for your continued support. I know that many of you will have heard me say this time and again, but not only your kind words of thanks but also your referrals, are extremely important to us as a small business. It is also an excellent indicator of how successful we have been and may I say it, there have been cases where we have NOT managed to help certain individuals before one of our rivals, (bah humbug!), and yet they have still referred us ahead of our rivals (hooray!). Equally I am magnanimous enough to say that our rivals do keep us on our toes and it is important that we keep getting better and better so please do feel free to offer constructive advice, it is the only way that we can enhance our program and consultancy offerings to you.

2005

Well what can I say about 2005? For Roundpeg it has been an interesting year with a number of new consultants joining us, some with previous recruitment experience and others with the industry experience that we felt was lacking in our understanding of the 'real world'!

Tom Raymond was introduced to you in our summer newsletter, an ex Mars operations manager and then management consultant, he brings a wealth of knowledge from making dog food to buying golf buggy manufacturers. We would like to think that this is the perfect background for someone looking to work in a Six Sigma recruitment environment!

Another consultant to join the team is Katherine Finnis, with 10 years recruitment consultancy experience and 2 years spent in Cambodia setting up rural schools, she offers an informed and enthusiastic approach. Katherine has learnt the Six Sigma and Lean approaches very quickly and I know that many if you have been responsible in brining her up to speed with the latest thoughts on various programs and approaches. Where her official greenbelt training has given her an excellent theoretical grounding, I know that I have many of you to thank for her in depth questioning and at times, scepticism!

Jeremy Farmer has also been working with Roundpeg as an 'associate'. Having worked successfully with Roundpeg last year, Jeremy has been involved in working over the last 6 months managing candidates and building client relationships. Jeremy is currently out of the office at the moment managing a personal project however it maybe that he will be working again with Roundpeg next year. Having studied law Jeremy then took the interesting career move to be a recruitment consultant 8 years ago and so brings an insightful and considered approach to directing strategic career moves for those he works with.



As many of you know, I have been managing Roundpeg since its start up 4 years ago. The business has gone from strength to strength and I felt that the time had come to expand, but not too much, (a little like my Christmas waist band!). The future for Roundpeg relies in our ability to work well as a partner to you as you make a career move. I believe that for us to maintain this level of expertise and service Roundpeg will remain as a small business, it is our strength and one of the reasons that many of you use Roundpeg above many of our larger rivals and so it would seem daft to loose our USP!

What about the market and the future for Six Sigma and LEAN?

2006

Many of the businesses that we are currently working with have taken a pragmatic approach to suing Six Sigma and now use it in conjunction with other tools like, let me see....LEAN! Maybe not surprising to many of us, even the financial services business are taking on board this 'manufacturing' term and indeed embracing it. If I am honest, it is this move by the businesses that has allowed me to be bold and expand the team. I believe that had Six Sigma been made into the ivory towered tool that it threatened 2 years ago, many programs would have failed and Roundpeg would be no longer required as Six Sigma would have been another 2 year wonder. Thankfully, commerce has its eyes open! Managers realise that Six Sigma is an excellent approach but often they are not running at a level where they have the relevant data to offer a Six Sigma program to make it work and so using many of the BPI/LEAN tools has allowed greater flexibility and therefore success.

So my career advice to you as professionals is two fold and as a result it will seem as though I am sitting on the proverbial fence but I am not!

If you are a strong Six Sigma Purist, get out there and see what Lean can do for you. If you are a generalist BPI manager, get yourself on some Six Sigma training!

There is a place for both approaches and they are not mutually exclusive, one enhances the success of the other.

This leads me neatly onto the current vacancies that we have available. We have not seen a slow down towards the end of 2006, in fact it has been busier than ever and so if you are thinking that you need to change as you go into 2006, the timing has never been better.

Current Vacancies

Position - LEAN Consultant
Locations - Various UK wide
Salary - £30,000 - £45,000 depending on experience

A number of exciting opportunities are available for LEAN consultants to work with one of the largest privately owned businesses in the UK today. This is a fairly unique opportunity to work in a business that is large enough to offer very good career growth and experience, but also managed in a style that allows you to feel part of a smaller unit. You must have 3 years LEAN experience; ideally within a transactional environment although this is not essential and manufacturing will be considered as the business realises the merits of such a grounding in LEAN. It is important that you have excellent communication skills and that you are keen to work



in a number of different businesses and locations as and when required. Initially it is likely that you will be working on a ground breaking project within the civil service however it is important that you remain flexible and enjoy the challenge of working in various areas not only geographically but also industry wise. You will enjoy being a hands on LEAN practitioner managing your own projects whilst also influencing those about you as either a mentor/coach and also through more formal training.

This is an excellent opportunity for those of you that need to broaden your experiences!

Position – Master Black Belt
Locations – London, Singapore, Houston
Salary – £65,000 - £75,000 dependent on experience

We are looking for a number of high calibre MBBs with exceptionally strong technical Six Sigma skills. Working within a global blue chip energy business, you will be working with both operational and Process Excellence experts using the full DMAIC tool set together with some DfSS. You will also have excellent influencing skills and the ability to manage expectations across the business not only in the UK but also globally. Training and mentoring other BBs and MBBs will be a large part of your role so you must be comfortable tackling highly complex technical questions in an appropriate manner.

It is essential that you have 5 or more years plus experience of Six Sigma and a desire to remain hands-on within process improvement. You will be self motivated and able to work in a results focused environment you will be responsible for managing not only your own objectives but also those of other BBs and GBs. This is an exciting role within a world class business and a package to attract the strongest Six Sigma professionals in Europe.

Position – Master Black Belt
Locations – Various UK Wide
Salary – Contract from £450 per day

Entrepreneurial company is looking for a number of long term contractors to be based in Europe wide working with a diverse and challenging group of companies. You will have excellent communication skills and be happy to travel extensively with you consultant work. You must be at MBB level or be looking to make a move from senior BB upwards. This is a role that requires you to be hands on when mentoring more junior staff on client site but also have the ability to manage existing and forging new relationships at board level. You will have previous experience training and be happy to spend up to 30% of your time training.

Again, one for those who are looking to broaden their horizons but remain very focused on delivery and customer.

Position – Senior Black Belt
Location – Berkshire
Salary - £50,000 +

As one of the world's top chemical brands this global giant needs a robust and mature MBB to continue the deployment of their Six Sigma programme.



Taking over from a team of consultants you will be responsible for continuing to train and mentor the GB'ss and BB's. The programme is driven by a number of key people at board level but there are still some key stakeholders who need to be shown the benefits of Six Sigma.

You must have:

- a BB certification and be looking to move to an MBB role or have been doing an MBB role for a while
- an interest in coaching and mentoring
- an interest in developing an internal training programme
- the ability to communicate at Board level
- excellent stakeholder management skills
- a proven ability to manage individuals as well as align projects with the corporate strategy

Ideally you will have:

- a background in the chemical industry

A role ideally suited to someone that needs to consolidate their skills in an exciting Greenfield site.

Position – Training Lead
Location – North of London with travel
Salary - £45,000 +

The Company: A successful well-established company that offers superior training programmes to those in industry and business. As well as teaching they also support and facilitate projects predominantly in the engineering, manufacturing, food and financial services sector. A flexible and fast moving company with an exceedingly high profile client base.

The Role: You will be responsible for the organisation, delivery and development of in house and on site courses in both Six Sigma and Lean methodologies. You will run presentations, training courses and sessions locally, nationally and abroad. Working closely with high profile clients you will be able to pinpoint their particular training needs and design appropriate courses.

The Person: An expert in Lean and Six Sigma you will be charismatic with excellent presentation skills. Your communication skills on all levels will be exceptional. You will be enthusiastic about your subject and enjoy imparting knowledge to others. You will be a good team player but also able to work on your own without supervision.

This is another for those that need to flex their brains and start to look the challenges faced by a variety of businesses head on. This is a VERY challenging role due to the nature and variety of clients and as a result is not for the faint hearted.

Contact us

This is just a small selection of the positions that we are recruiting at the moment, please do pick up the phone to talk to any of our consultants at any time, even if you



are not looking to move but would like some sanguine and genuine advice about the market and your place in it at the moment.

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Thank you for taking the time to read this publication and for your continued support through 2005 and hopefully into 2006. If you have any comments, would like to write an article or advertise forthcoming events please contact us at newsletter@roundpeg-associates.com or call on 08456 031 565.

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