



Andy Bate is a qualified Chartered Accountant (ICAEW, Securities Institute Exams) with in excess of 20 years' experience working in corporate finance and private equity organisations, where he did multiple Merger and Acquisitions and fund raising transactions and has sat on 15+ Boards, mainly supporting growth, transformation and aggressive turnarounds (following the 2008 financial crisis).

He started his career in the mid-90's at PWC (Audit) before moving to KPMG (Corporate Finance) in 1999, where he focused on Fund Raising, Flotations, Acquisitions and Disposals and Strategic Reviews.

In 2002 he moved to Baird Capital (Private Equity), where he was involved in various investments/exits and NED roles in multiple sectors including IT Services, Software and Healthcare Services (B2B/B2C), specialising in SME's with turnover of £10-£50m and with a high growth strategy, before moving to Barclays Ventures (Private Equity) in 2005 to deliver a similar mandate, but in different sectors, mainly Branded Retail, Waste and Recycling, Social Housing Services, Business Services (B2B) and Construction Services.

This breadth of experience allowed him to step into consultancy in 2010, specialising in Strategy and Business Planning, Corporate Finance, M&A, Board & Governance, Leadership/Team Development, Business Development, Customer Experience, Supply Chain, Cost Optimisation, Business Transformation, Process Optimisation, Digital Transformation, Business Restructure, Overseas Expansion, Export Markets and Risk.

This included work for Eddie Stobart- *Business Plan and Integration of airline acquisition as part of Southend Airport strategy*, CCI (South Africa's largest international contact centre) – *Appraisal, execution and integration of 2 acquisitions*, MPP Global (smart subscriber management & billing platform for the broadcasting, publishing and sport sectors)- *Strategic review and exit planning; Fund raising*, as well as sitting on multiple boards.

From consultancy, he made the cross-over to build his own businesses and, in the last 10 years, has become a founding partner of a fast-growing and successful e-commerce company, he has co-founded and launched an education software business around capturing and evidencing health and wellbeing in children and he is also a founding partner of the consultancy/operating partners arm of GunnerCooke Operating Partners.

The vast amount of businesses Andy has appraised and worked with in his corporate finance and private equity career, coupled with his own "at the coalface" learning experiences of starting, building and developing his own businesses, gives an invaluable insight into how businesses and Boards should function and he specialises in SME projects, particularly Growth.

Andy is incredibly energetic, hungry with a strong desire to succeed in any business he supports.

Andy is also part of tutoring panel for In Professional Development (InPD), delivering accredited leadership and management courses he has designed and developed. They include courses such as The Evolving Role of the Managing Director; High performing and Effective Boards and Best Practice in Modern Directorship Programme, as well as numerous bespoke courses relating to Finance for Non-Finance Directors, Strategic Planning, The Role of the Director and the Board, Advanced Leadership and more. He has delivered these courses to over 2,000 Directors/Senior management team members to date since starting in 2019 and is one of the most senior and experience trainers at InPD.