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Nigel Paine:

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A change orientated leader with a worldwide reputation and a unique grasp of media, learning and development in the public, private and academic sectors. Extensive experience in leadership & consultancy with Public Service Broadcasters, SMEs, global industry players, government and education institutions. Consultancy focused on use of learning technologies, organisational development, leadership, audiences, creativity and excellence. The focus is on maximizing human potential, innovation and performance in the workplace.

A strategic thinker able to motivate, lead and drive Organisations forward to deliver business and training objectives. An outstanding public speaker who has worked in over 30 countries worldwide.

Contact Details:

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Experience

Acting Chief Executive for the Broadcast Training and Skills Regulator

October 2006 – May 2007

Running my own company Nigel Paine. Com

With corporate assignments in: Australia (including ABC), Brazil, Holland, Sweden, Estonia, Latvia, Lithuania, USA and UK focusing on audiences, learning, technology, innovation, creativity and technology.

Head of Training and Development: BBC, London

April 2002 – October 2006

Responsibility In charge of all BBC Training and Development world wide for 27,000 staff, including eLearning, corporate intranet & knowledge management portfolios. Direct responsibility for 340 staff in 6 locations.

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| Achievement | <ul style="list-style-type: none">• Redesigned and relaunched corporate intranet: rated Best Corporate Intranet two years running• Key participant in a massive corporate change agenda to make BBC the most creative organisation in the world• Involved in all key strategic organizational decisions alongside Channel and Genre Heads• Built an award winning Leadership programme with Ashridge for all managers, which is the BBC's first comprehensive, compulsory leadership programme: targeted at 1,500 managers per year• Created a new structure to reflect partnership with BBC divisions and the need to make strategic impact |
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Benefits Nigel Paine transformed the BBC's training and development operation through a focus on innovation, flexible delivery and strategic alignment. He created a Learning Board at the highest level and centralized funding under that Board so that it owned the strategic direction.

Affidavits from BBC colleagues

Professional

- Deep understanding of both the technology that supports modern media communications and the role that it plays in supporting new ways of learning
- Passion and single-minded belief in technology and learning
- Excellent public speaking skills that make everyone in the audience feel that you are talking to them, and them alone "speaking from the heart"
- An unerring ability to anticipate many of the changes that affect the way employees learn in a digital age
- Expertise in the theory of Training and Development coupled with expansive knowledge of the latest

- developments in this field
- Unparalleled understanding of best practice world-wide
- Highly effective net worker and promoter (of team, department, corporation)
- Vision: A very clear view of where Learning & Development should be taken in the modern age
- Motivation and enthusiasm to form and maintain a network of strategic relationships at the highest level

Personal

- Draws on gravitas, intellect and humour to open doors
- Extraordinary levels of energy & resilience
- Genuine interest, enthusiasm and a real passion for developing people at an organisational & personal level
- Pragmatic, practical and accommodating approach to issues without compromising professionalism
- A pleasure to deal with – polite, straight to the point, a gentleman
- A loyal colleague who cares deeply about those around you – goes out of his way to help people on a personal and professional level
- Polite and courteous; one of the relatively few who values the importance of good manners and never fails to say thank you

Director: Science Year, Tufton Street London

January 2001 - March 2002

Achievement	<ul style="list-style-type: none"> • Developed concept from idea to execution • Launched at 15 sites simultaneously linked by satellite: obtained world wide coverage for the ‘giant jump’ (largest mass participant science experiment in the world) • Raised £15m in cash and kind in 8 months • Built an effective production team from scratch
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Benefits	<ul style="list-style-type: none"> • Sustained major partnerships with the science community, three Government Departments and NESTA (National Endowment for Science Technology and the Arts) and a range of Media. • Negotiated significant sponsorship deals with major companies such as BBC, Intel, Pfizer and British Gas • Delivered a world class website that became the most popular educational site in Europe • Put science on the map for tens of thousands of young people, raised science profile in Media
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Chief Executive: Technology Colleges Trust, London

May 1999 - Dec 2000

Achievement	<ul style="list-style-type: none"> • Doubled non-grant turnover in one year • Managed £700m of public funding per year • Regeared the organization to cope with 300% expansion of specialist schools programme • Re-engineered the organisation to manage the largest affiliated network of secondary schools in the world • Built the foundations of an eBusiness • Secured and developed key partnerships with CfBT, ntl, Cisco & ICL/Fujitsu • Created a strong and focused management team
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Benefits	Positioned the Technology Trust to work on a world stage with unique credibility for innovation and delivery of results
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Chief Executive: Scottish Council for Educational Technology, Glasgow

1990 - 1999

Achievement	<ul style="list-style-type: none"> • Created a major UK player in the field of educational technology and learning media • Increased turnover by 300% • Developed an on line learning programme • Acquired the staff and assets of Microelectronics Development Centre at Paisley University, Scotland • Grew software sales from zero to £3m pa • Established and ran 4 successful Tactics and Trends Technology Conferences which included the largest educational technology exhibition in the UK outside Olympia’s BETT • Adviser to Government on NGfL & ICT policy • Published or edited 5 books on learning and technology • Took SCET through IIP recognition at first attempt • Successfully introduced ISO 9002 accreditation
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Non Executive Chairman of the Board: Linking Education And Disability, Edinburgh
1997 - 1999

Overview

- LEAD is a charitable company helping disabled adults into education and training throughout Scotland
- Through European and Lottery funding quadrupled the size of LEAD in two years Built up the technology access routes to learning for disabled adults
- Created a more professional organisation by securing an effective new Management Team
- Drove the relationship between LEAD and other voluntary and statutory agencies

Deputy Chairman of the Management Board: Anniesland College, Glasgow
1993 - 1999

Overview

- Key role in establishing the College as an autonomous company
- Lead role in selecting the team that created a cost effective and successful College
- Worked closely with the chairman to appoint the entire senior management team
- Championed the establishment of a unique technology-based learning centre
- Strategic adviser on IT implementation and innovative training

Member of the College Corporation and Chair of the Community Council for the Ealing Campus: Ealing and West London College, London
2005 – 2007

Board Member of the Sector Skills Council : Skillset
2002 to 2006

Chairman of the Design and Development Partnership (the Employers' Forum) for the new Creative and Media Diploma which will be launched in September 2008 and is led by Skillset.

Non Executive Director of the Inclusion Trust in the UK from its inception in 2005 to date

Education

University of East Anglia
University of Reading
Edith Morley Memorial Prize
The Open University
The School of Coaching-Work

MA in the School of English and American Studies
BA (Hons) in English Literature
Literature
Foundation Course in Management (1994)
Foundation Core Coaching (2003)

Distinctions

Recently awarded the title of *Global Learning Leader* at the Elliott Masie Learning 2006 Conference in Florida USA

Napier University Edinburgh
Royal Society of Arts
Chartered Institute of Personnel Development

Visiting Professor (1996)
Elected Fellow by Council (FRSA) (1995)
Awarded Fellowship (FCIPD) (1991)

Publications

Jointly authored four books on innovation, learning and technology and edited three others including the National Extension Colleges 25th Anniversary publication *Open Learning in Transition* 1992
Most recent: *New Leadership for Innovative Organisations* (with John Mitchell) IBSA 2007
Published over 100 articles in journals, books and newspapers.
Regular columnist in *Learning and Development Magazine*, UK & *Talent Management Monthly*, USA.

Media

Established presenter on radio and television in the UK, US and Australia, commenting on new opportunities for learning, corporate life and the revolution in our lives caused by technology.

Selected List of Presentations

Recently ran a series of public workshops around Australia around the *New Leadership for Innovative Organisations* Book.

Elliott Masie Centre

Learning Leaders Award winner & keynote: Florida, USA (2006) at *Learning 2006*

eLearning symposium

Co-host of *LMS 2007* in Las Vegas April 2007

E Learning in Europe

Chair & keynote: Monte Carlo (Sept 2005)

European Knowledge management Forum

University of St Gallen Switzerland (2006)

European Leadership and Talent Management Summit

(2006)

Educause Conference

(June 2006)

Wired Islands Conference

Aspen, USA (Summer 2003)

AUSRAIL

British Council & Singapore Government (October 2001)

Open Learning: Open Question

Brisbane (June 2001)

Australia National Training Agency

Adelaide (September 2000)

BETT 1999, 2000, 2001 and 2002

Biennial conference: Melbourne (July 2000)

New Zealand Polytechnic Association Annual Conference

Olympia: London

(1997)