



## **Testimonial**

Steve Windsor, Managing director of CONSULTEK Ltd was employed by IKO Plc as a consultant and interim manager of the Marley Waterproofing site at Aylesham, Kent. His role was to drive change and provide methods to turn the site from a poorly managed and underperforming site into a site with vision and methods for the future.

Aylesham had suffered a major Fire and the necessity to return the plant to full operation was imperative to the continuity of the business. It became apparent that we needed to change key management roles and Steve helped to recruit a new Site Manager and Engineering Manager. He also provided assistance in the control of the restoration works following the fire, liaising with contractors and Insurance loss adjusters etc.

Steve managed the implementation of a new pay structure and installation of a time and attendance system. He also laid the foundations of a skills matrix, base line for shift manning levels and provided a full report to the business.

As a result of the work provided by CONSULTEK, the site has turned from an underachieving and demoralised site into a site with vision and optimism. The new management team has continued to improve, thus justifying their selection.

I found Steve to be totally professional at all times, he provided methodology, skills and advice, he helped me personally through a difficult situation and I would recommend working with CONSULTEK to others.

**Kevin Green**

UK Manufacturing Manager

Bituminous Membranes

IKO PLC

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