



Associates

Pet&r LLP believes in working in partnership and association with others. If we can't help you we probably know someone who can. Through us we can gain access to Business Consultancy, Health & Safety training, Engineering Consultancy, Health and Social Care experts and Marketing advice. Any associates we use work under our name and we only use people that we trust with our reputation. With a referral you can decide for yourself.

We also act as associates for Claudius Cole Consulting, Symmons Madge and CIPD In-Company Solutions.

Associate profiles

Simon Bray, BSc (Hons), PGCE Simon is a marketing communications expert and business leader with proven experience in developing and leading multi-disciplined teams to deliver business change, process improvement and marketing results.

In his varied roles he has helped take a government agency into upper quartile performance; controlled multi-million pound budgets for private and public sector companies; introduced process controls and marketing programmes that saved a major plc over £100k a year whilst improving sales per customer by 5%; and led ground-breaking research projects that have revolutionised business planning and performance.

He has also provided leadership and mentoring support for teams involved in mergers, acquisitions, voluntary and compulsory redundancy programmes and major business change initiatives.

In addition to his work within his own business, he has developed and delivered bespoke marketing training, business seminars and development sessions for the Direct Marketing Association, SMi International, Huddersfield University, Bradford Chamber of Commerce, Bradford School of Management, St Aidan's Church of England High School and several SMEs across Yorkshire.

Executive and non-executive roles have included board member of Yorkshire Assessment Limited; Chair of the Bradford PR Group; Board Member for the Prince's Trust (West Yorkshire); and Governor of a Further Education College.

Dianne Hitchen has FMAAT & Licensed Practitioner status as well as CIPD Leadership & Management (Level 7), C & G 7303 CTTLS & PTTLs Teaching Certificate, IOSH and is currently studying MA in Leadership & Management.

She is a director of Active Business Support UK Ltd providing accountancy and HR support to SME's across the Tees Valley including business mentoring and training. She has over 14 years Finance and HR Manager/Director experience and is a professional mentor at Sunderland University and a Business Mentor for Government Loan Programme and The Princes Trust

Malcolm Lawson, MBA. Cert. Ed. ACIPD has worked in further education and training for over 25 years. He has also been a retained fire fighter for over 20 years on a busy station. Malcolm is accredited to provide ISO 9001 consultancy and assessments and is an ISO Lead Auditor/Consultant.

He was a British Quality Foundation Assessor for the Business Excellence Model and is currently a registered consultant and assessor for Lexcel, the practice management standard for the legal sector. He is also involved in AQS, the standard for voluntary sector, SQM, legal aid franchise, the Conveyancing Quality Standard and LawNet Assessments.

Angela Mazzetti. Angela's management career started in 1990 in the utilities' sector where she was responsible for the design and implementation of her organisation's performance management strategy. This involved significant partnership working and strategic vision to ensure that major projects were adequately resourced and monitored. In 1996, she joined the further education sector and held a number of senior management roles suited to her vision and inspirational leadership skills. This included working as project manager, coordinating the design of a new college. She joined the Business School in 2006 and she is currently the programme leader for the MBA programme. She teaches at both undergraduate and postgraduate levels and is the module leader for a number of strategic management modules. Passionate about education, she has worked at both regional and national levels on the development of management curricula and has researched the impact of management skills and education provision. She is also a volunteer working with various agencies to develop business skills in schools.

Her research area is occupational stress. She is currently researching how the culture, values and norms of occupational groups influence how these groups experience and cope with workplace stress and how this information can be used to develop occupationally focused stress intervention strategies. She is also exploring how alternative research methods can be used to better enhance our understanding of workplace stress and has successfully developed and delivered bespoke programmes for a number of corporate clients and specialises in the design and implementation of stress management intervention strategies.

David Quainton is a Chartered Member of the Institution of Occupational Safety and Health, Registered Safety Practitioner and is on the Occupational Safety and Health Consultants Register as well as holding a Professional Graduate Certificate in Education in Teaching in the Lifelong Learning Sector.

He has had safety adviser and competent person appointments for construction and manufacturing companies and public event organisers and provides guidance and assistance with completion of CHAS applications and pre-qualification questionnaires. He provides general safety consultancy, general and fire risk assessment, policy writing, investigations, report writing etc. for a variety of construction linked and other contractors and suppliers as well as safety training for construction and related activities, including asbestos awareness and the development and delivery of training on CDM Regulations, work at height, risk assessments and method statements etc.

He is an Approved Tutor for the delivery of Construction Skills (CITB) courses, including the Site Management Safety Training Scheme (SMSTS), the Plant Manager Safety Training Scheme (PMSTS) and the Site Supervisor Safety Training Scheme (SSSTS).

Steve Wade has a background in Sociology and is qualified in Occupational Testing at level B from the British Psychological Society. In the past he has worked as part of a team delivering a diversity training programme across the whole workforce of Royal Mail. As part of this he covered bullying and diversity issues for depot staff throughout Parcelforce.

Steve has also delivered an organisation development / management development programme based at Sheffield University, which focuses on strategising, business planning, and management skills. He has also worked in South Africa with Excel plc (the world's second largest logistics organisation) on a project in response to major change requirements. This covered virtual team working, corporate responsibility, and cultural diversity. He also trains instructors and coaches for the RAF.

Chris de Caux BA MA Chartered Fellow CIPD has worked in strategic and operational HR for almost 10 years within the private sector, particularly in the engineering and utilities fields. She has experience of developing niche management programmes as well as delivering successful change management programmes. Other areas of expertise include, employee engagement, discipline and grievance, performance management and selecting and interviewing for specialist roles. She is a registered BPS EU Test User Level 2 Work & Organisational Assessment previously Level A&B) and is licensed to conduct DISC (Thos. International PPA).

She now runs her own coaching consultancy CDC Solutions offering senior level strategic and operational HR solutions including HR projects and a HR advisory service including effective change management, strong employee relations including complex cases and the design and delivery of cost effective learning and development interventions. She also provides management coaching and stress management solutions.

Helen Whiting is a Chartered CIPD professional with a range of strategic and operational experience within Local Government HR coupled with an extensive range of transferable skills. She has experience of developing constructive relationships and negotiating with Directors, Managers, Trade Unions, professional and manual worker employees, external organisations, partners and other local authorities and working within a politically sensitive and unionised environment.

She also has extensive industrial relations and consultancy work experience, is a successful change manager, able to motivate and facilitate change workshops and training and is an experienced Job Analyst with over 14 years experience of National Joint Council Job Evaluation (JE) Scheme including the development of generic job profiles, advice and guidance on restructuring departments and roles.

Robert Whitehouse, BA, FCMI, FCIPD is a an experienced Senior Manager and HR Professional with a strong background in the modernisation of public services, now specializing in management, coaching, HR advice and training. Exceptional people skills, Established in self employed world with commitment to assisting organisations to improve performance and deliver outstanding results through their workforce.

He has lectured on Strategy and Managing Resources at degree level, provided executive coaching to a CEO of a training company, devised and facilitated an Equal Opportunities conference for Health Authority Chief Executives and advised on a Training Strategy for a railway company. He has also assessed a college for a regional EFQM Excellence Award and was a solicitor of the Supreme Court of Judicature.