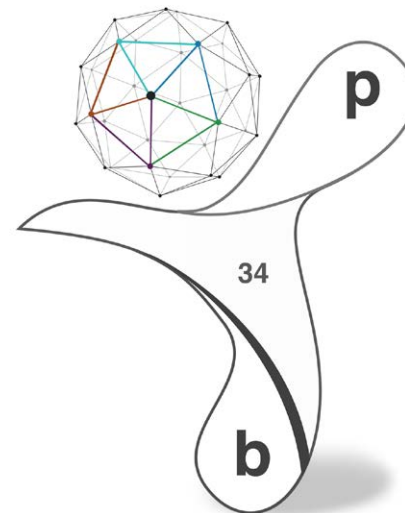


# With **P**assion, **P**urpose & **P**riniples we evolve ...with **P**erseverance & **B**elief we excel



# With **P**assion, **P**urpose & **P**inciples we evolve ...with **P**erseverance & **B**elief we excel

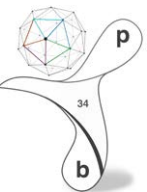
P34B is for: -

- o Businesses with purpose
- o Projects / Programmes with priorities
- o Education providers who need partners or professionals
- o People with passion, perseverance and belief seeking opportunity



This is a business with a story, driven by purpose, responding genuinely and concurrently to the perspectives of clients and apprentices by providing expertise **in change preparation, project delivery and programme management** to **develop capability in client organisations**, through **working with partners and specialists to innovate and demonstrate the benefits**.

We share our experiences **with passion to support, create opportunities and inspire our next generation**.





- P34B evolved from a passion to create a unique service and capability development model which genuinely benefits people, enables performance improvement in businesses and provides opportunities for those with passion to apply themselves on real projects.
- We are the opportunity we wished had existed when initiating projects, leading change, developing capability, and starting our own personal career journeys.
- Our capability continues to evolve through the direct management and delivery of projects across the property, engineering & construction sectors. Our perspective and approach benefits from direct experience of the full project/ programme/product lifecycle. With cross sector experience in healthcare education, infrastructure, manufacturing, aviation, and retail we share our perspective to benefit yours.

- We enable you to prepare for change, deliver your projects, programmes, and priorities, improve your businesses capability, partner, and build relationships with emerging businesses, whilst presenting opportunities for our next generation to engage understand and learn.

Client, manager, services lead,  
entrepreneur, and learner.





# Project leaders would it help you if...



You could present your challenge to a network of proven capability and invite support options and ideas.



Had access to a continually evolving network of capability, innovation and partnerships.



Were supported in upskilling your organisation and evidencing maturity improvement & business benefit.



Could learn from continually evolving expertise to keep in touch / always have somewhere to go for the latest thinking.



Have access to a community of professionals who care, will commit to a single set of objectives and will support you.



# Learners – have you ever?



Wondered about construction beyond hard hats and construction activity.



Wished you could understand all the parts / roles and their characteristics



Sought to understand the start to finish journey



Wanted to feel safe, supported, and inspired with variety.



### Business Leader (manufacturing)

“Entrepreneurial [in] approach, with the tenacity to challenge the norm [...] the best piece of business improvement work that I have been involved with during my 29-year career”

**(Peter)**

*Advanced Manufacturing Engineering Construction Facilities Director*

### Business leader (retail)

“a very insightful approach and brought the leadership team on the journey to explore current ways of working with a view to identify a next generation, more efficient way of working across our portfolio. We now have a clear pathway to further develop the (client) way in project management and construction across our new stores and extensive redevelopments of existing stores.

**(Patrick)**

*Director of Property, Procurement and Cost Transformation*

### Project Clients

“the outcomes of Neil’s impact on the programme were multiple; greatly increased levels of integration, heightened ability to react to and manage change, better understanding of programme risk and opportunity, improved programme strategy and consolidated data driven reporting tools.

**(Elliott)**

*Manufacturing Project Manager*

### Programme Clients

‘Neil’s approach was nothing short of outstanding... to initially align the teams, construct a baseline, develop fit for purpose working arrangements, processes and tools expertly tailored for the xx environment’.

**(Kieran)**

*International Manufacturing Programme Lead*

### Business Managers

Neil successfully established, developed, and lead an extremely high performing team in a very challenging environment. Neil’s professionalism and expertise in project delivery transcended through his leadership and management. It was an absolute pleasure to work with Neil during our time together. a period of my career which profited my professional development greatly, largely through Neil’s excellent coaching and mentoring skills.

**(Rob)**

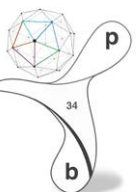
*UK Manufacturing Project Manager*

### Team Members

Neil created bespoke project processes which enable the team to be successful and made our jobs easier.

**(Athena)**

*Design Lead Aviation*





## Partner SME's

As a small business, 1 year old, pitching into the main contractor market this is exactly what we need. I'm grateful for the opportunities to collaborate and support colleges and learners too.

**(Jason)**

*Lancashire based business leader*

Partner organisations It was a pleasure working with you on what will be our first of many projects... [our client] stated they had previously worked with consultants with varying results and were initially reticent of our ability to develop a necessary understanding of their business and recommendations [particularly] with the majority of interviews taking place remotely. We clearly have a likeminded approach to our values and behaviours both from a personal and work aspect and I do feel this created a relaxed and effective environment which gave is the right foundation for this project. [The client management team] were delighted with the end result.

**(John)**

*Emerald Consulting*

## Industry Placement Students

"The level of support was second to none. Very different from the college placement which I did, felt like part of the project, and worked on a whole live project. Neil always made time to support and ensured that I was on the right track".

**(Callum)**

*Student working with P34B on work placement*

## Universities

I can't thank you enough for all of the support that you have provided to our students. Your support has been second to none. We really appreciate all you have contributed to the students learning and enrichment"

**(Andrea)**

*Edge Hill University*

## Colleges

"It's fantastic to see directors taking time out of their schedules to help shape and promote innovative curriculum for the next generation of construction workers. I'm hoping conversations such as today will be the catalyst for more collaboration and masterclasses across all of our curriculum, as this truly is the most effective way to bring our industry to the classroom."

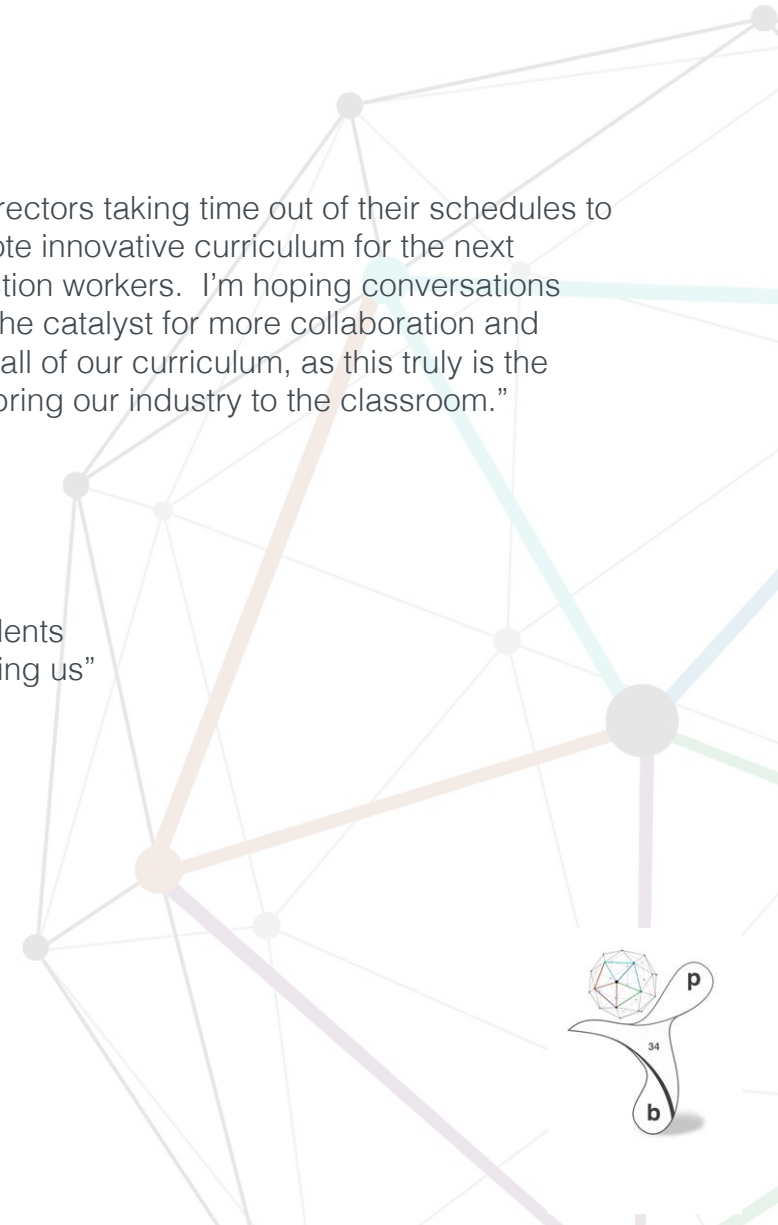
**(Zac)**

*Preston College*

## Schools - Year 10 students

"thank you for supporting us"

**(yr10 student)**



# Our business model is:

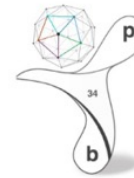
- Integrated, interdependent, multifaceted, cohesive, scalable
- Designed to offer you an entry point for you and your priority.
- Resilient to change, comfortable in uncertainty, thriving in ambiguity.
- Becomes more robust and resilient through performing and delivering benefit.
- Creates a safe space internally for the next generation to enter industry and be supported.
- Means something personal to us. there's always a story.



Our Mission

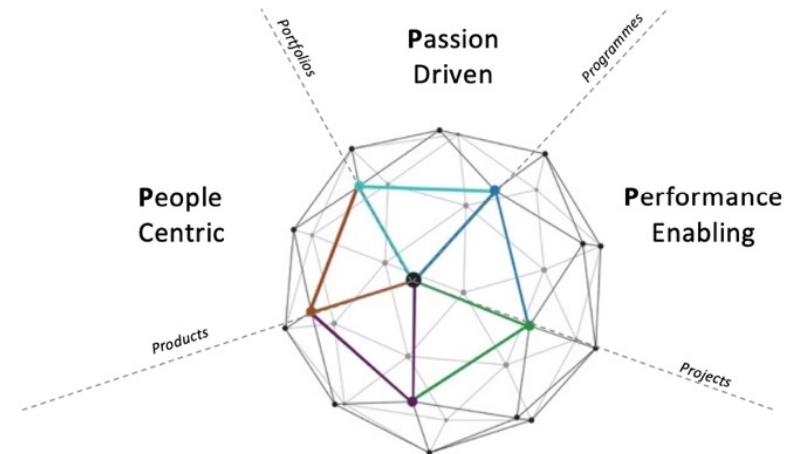
*P34B enables passionate people and purposeful businesses to pragmatically pursue their objectives with reduced risk and increased support.*

Our brand



Our brand, culture and ethos shares what we already know, to support, whilst focusing on the future.

Our model



Perseverance & Belief

**Doing something purposeful with knowledge and experience presents unlimited potential and benefit.**

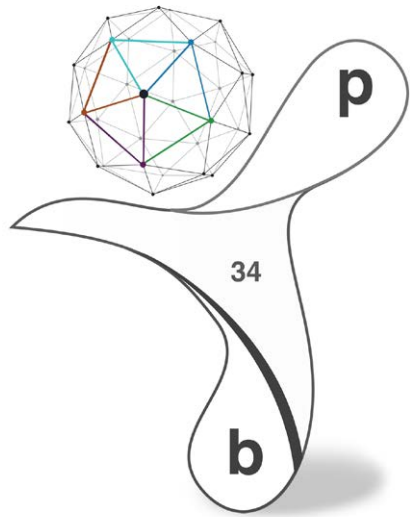
*34 = symbolises using creative energy to achieve your desires and life purpose. This resonates personally and professionally.*

*Tangibly we present:  
34 proactive preparation options  
a focus on 3-4% betterment in delivery,  
a 3-dimensional approach to capability development  
a personal target to directly benefit 34 others for each one of us.*

Our benefits



# The 34 P's in P34B



- **P**eople, talent, and **p**rofession capability development frameworks.
- **P**erformance Improvement **p**lanning with current state process for change
- **P**ersonnel recruitment through high **p**ace, high efficiency interview method.
- **P**artner success management to ensure existing **p**artners deliver on commitments.
- **P**artnering with innovative SMEs to **p**rove the business benefit of innovation.
- **P**rocrastination removal for **p**eople and decision makers in businesses.
- **P**ractice **p**roject and **p**rogramme opportunities for our next generation.
- **P**articipate in national & regional skills initiatives to support.
- **P**erspective shares with schools to inspire.
- **P**erspective shares with colleges to inform.
- **P**lacement opportunities for students to **p**rove themselves.
- **P**roject control, **p**rogress reporting and stakeholder management.
- **P**rogramme management strategy, control, reporting & leadership.
- **P**rogramme management dependency mapping, integration, and controls.
- **P**rocurement strategies, supply chain duty definition with tender activity control
- **P**rioritisation of **P**roject/**P**rogramme/**P**erformance initiatives in businesses.
- **P**roject development, requirements definition and stakeholder management.
- **P**ortfolio controls and summaries for business decisions.
- **P**erspective & **p**roposals to inform strategy development.

**We achieve all this through 5 core offerings...**



Supporting businesses in the stage they need it most (preparation).

Equipping project teams with a route to reliable capability where needed.

Providing an alternative perspective and approach for employers with appetite to develop capability.

Enabling partner organisations with innovations to demonstrate the benefit on real projects.

Maximising our opportunities to engage, inspire and support the next generation of future talent

**Doing something purposeful with knowledge and experience  
presents unlimited potential and benefit.**

# Preparing for change / planning a project

For businesses with purpose relying on Projects / Programme / Product benefits.  
Supporting in the stage it's needed most (preparation).

Your best opportunity to identify, manage and mitigate your risk is in the preparation stage.

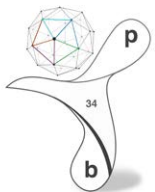
If you've never started a project before – ask for help and benefit from lessons learnt (the hard way).

In construction you wouldn't start on site activity without a method statement.

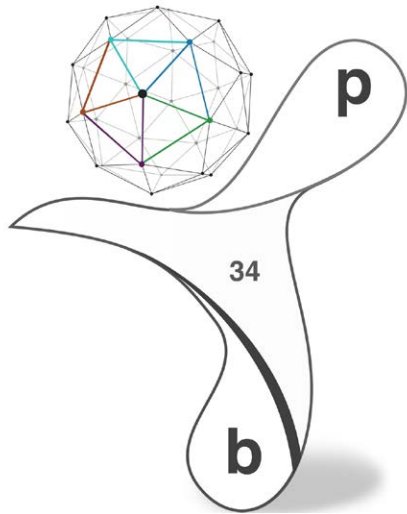
Why start a new project or programme without an execution plan, strategy, and method to reduce risk.

Understand your options and maximise your opportunities to benefit your people and your business.

You don't need a lot. Just a little of the right type of support.



# P34B: -



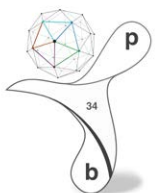
- Understand all layers of the supply chain and the potential impact to all stages of the lifecycle.
- Have experience and insight into the agendas of organisations, teams, and stakeholders.
- Understand how other sectors prepare their businesses and projects for change.
- Are motivated, through experiences, to help you find the gaps and address.
- Operate in the space of practical control and risk mitigation.
- Only want to support where we create value.
- Give you options.

## Purpose & Benefits

- Experienced engagement appreciating your challenges and priorities.
- Provoke your thinking by sharing our experiences through workshop/peer reviews.
- Identify specific risks, gaps and opportunities with mitigation and measures to address.
- Share our unique concepts for managing risk & maximising opportunity (developed from experience).
- Formalise outcomes in a best practice, templated Project Execution Plan or Programme Delivery Plan.



## P34B - Preparing





# Portfolio



Manufacturing – With experience in pre-construction, planning, and delivery of projects across operational estate, we understand the unique engineering and concurrency challenges presented by manufacturing projects in operational environments.



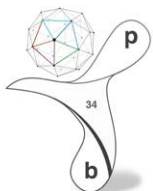
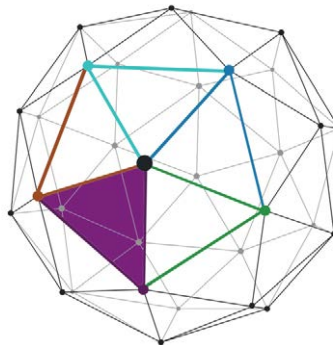
Infrastructure – We understand how Infrastructure projects and programmes are funded, the investment and management mechanisms required, with experience of how delivery services are procured in packages. This understanding shapes how we respond and control.



Logistics – We've experienced the flexibility, adaptability and scalability challenges presented by these projects. Increasing levels of automation and digitisation present complexity many would not anticipate initially.



Innovation – We recognise innovation needs to justify the benefit to be sustainable. The assessment, ranking and prioritisation of innovation relative to benefit is key. No point innovating if not beneficial.





Aviation – We appreciate the technical, logistical and stakeholder complexity these projects and programmes present, with experience in establishing control & reporting methods which create simplicity amongst complexity.



Rail – We understand how national procurement creates a framework for national rail and infrastructure projects, with a critical need to integrate new methods with existing practices. Systems integration and alignment key.

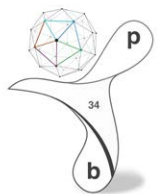


Retail – We appreciate the challenges faced in the retail sector, particularly around businesses case, evolving requirements, and stakeholder management. Our cross-sector experience benefits our approach.

## Perspectives

‘The outcomes of Neil’s impact on the programme were multiple; greatly increased levels of integration, heightened ability to react to and manage change, better understanding of programme risk and opportunity, improved programme strategy and consolidated data driven reporting tools. (Elliott), Manufacturing Project Manager.

‘Nothing short of outstanding... to initially align the teams, construct a baseline, develop fit for purpose working arrangements, processes and tools expertly tailored for the Dyson environment’. (Kieran), International Manufacturing Programme Lead.



# Project/Programme Management

**For Businesses, Projects / Programmes with priorities.**

**Providing a route to reliable capability where needed to address gaps and risk.**

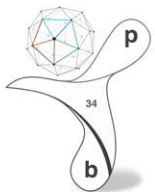
**Project/Programme delivery management is where the change happens – It's exciting. The progress is tangible. Unmitigated risks have real consequences.**

**It's not the 'known tangibles' you need to worry about. It's the unknown potential for change, the ambiguity, the potential risk, and consequential disruption you will need to manage to succeed.**

**When you read your project/programme/portfolio status report ask yourself – does it tell you what you already know, or need to know?**

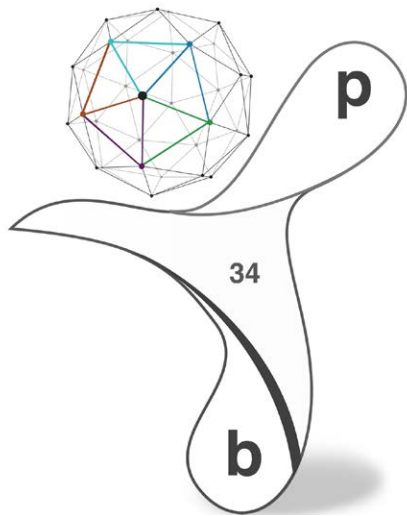
**In the delivery phase you must operate ahead of the issues to proactively reduce risk.**

**We support you in driving your focus and intelligence forward, to get ahead of the risks before they become issues and threaten your success.**










# P34B: -



1. Quickly understand current practices, strengths, risks, and opportunities.
2. Identify gaps or issues and help you address them directly or with our partners.
3. Work with you to course correct, where necessary.
4. Provide you with governance support – if you need it.
5. Enable you capture the learning and feed it back into your business.

## Purpose & Benefits

-  Independent assessment of status summarised in a one-page SWOT analysis.
-  Review what your reports tell you, against your action. We'll assess how far ahead you really are.
-  Issues identification with support to establish robust risk mitigation measures.
-  Access support to course correct – either as us or working with our partners.
-  Governance support with improvements to your repeatable process to benefit future projects.



P34B - Delivering

# Portfolio



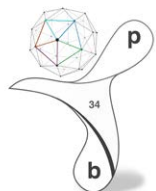
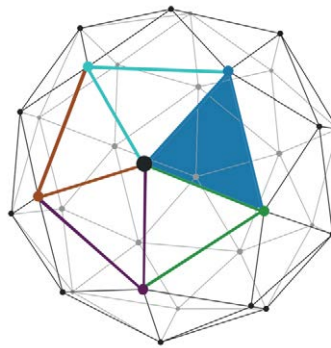
Manufacturing – Delivering projects in operational estate is challenging. Stakeholder management is critical. We understand from hard earned experience. We've established project controls to support projects and businesses in establishing the mechanisms they need to control & report.



Infrastructure – We understand the challenges of package procurement. The need to manage priorities, procurement, performance, and benefits across separate packages/parcels of work. Interface management is key.



Logistics – Logistics projects are simple in concept, complex when involving technology or late change. We can help you get ahead of the change and ask the right questions of technology provide to reduce risk.





Innovation – Delivering innovation is hard, there is no established deployment plan with inevitable impatience for the benefits. We will share with you how we've procured innovation and delivered benefit in phases.



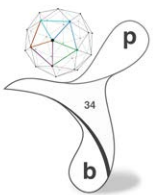
Aviation – Project control in aviation is a challenge. High complexity, diverse stakeholder networks, risk mitigation paramount. We will share how our behaviours and approach supports genuine risk reduction.



Schools – These are tricky projects, particularly as education vision, accommodation requirements, technology, sustainability, and phasing strategies within sensitive operation estate present challenge. The potential for change is high. The completion date is absolute.

## Perspectives

“Entrepreneurial [in] approach, with the tenacity to challenge the norm [...] the best piece of business improvement work that I have been involved with during my 29-year career” Advanced Manufacturing Engineering Construction Facilities Director





# People skills & capability development

**For Businesses with purpose and people with passion, perseverance, and belief seeking opportunity.**

**Providing an alternative perspective and approach for employers with appetite to develop their own capability.**



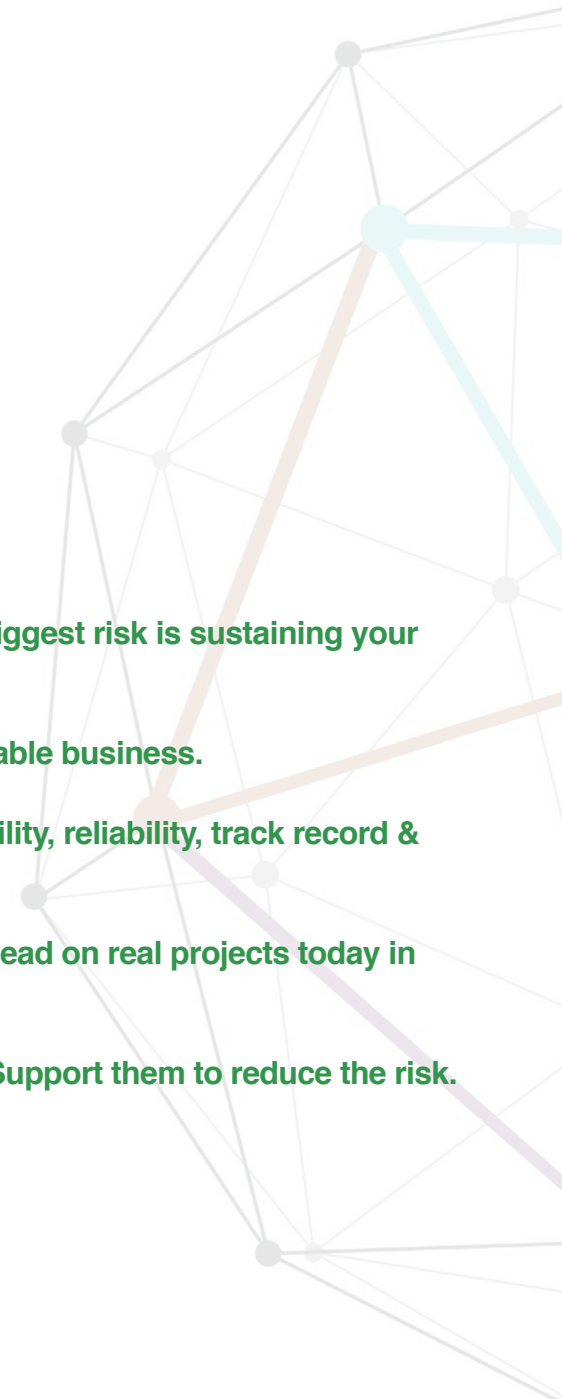
**Your biggest asset is your people. Your biggest risk is sustaining your capability.**

**Capability development is core to sustainable business.**

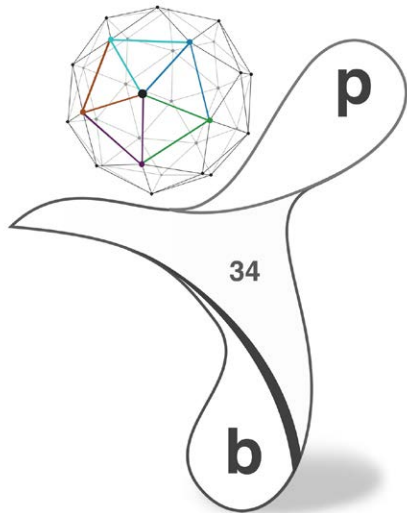
**Invest in capability, knowledge, responsibility, reliability, track record & achievement concurrently.**

**Create opportunities for future leaders to lead on real projects today in readiness for tomorrow.**

**Don't take a gamble with your priorities. Support them to reduce the risk.**



## P34B: -



- o Appreciate you have current and future status capability ambitions.
- o Challenge your thinking on desired and required skill sets and competencies.
- o Identify opportunities for your capability to get real.
- o Determine the gaps / support arrangements necessary to reduce the experience risk.
- o Review your future succession arrangements – your future workforce.
- o Unlock avenues for future talent to find you and your organisation.
- o Enable you to support the future of our industry and your business concurrently.

### Purpose & Benefits

-  An alternative, experienced perspective on capability and capacity development.
-  Combining a strategic approach, applied capability and support model.
-  Significantly increase future talent take.
-  Improve cost and high capability time efficiency.
-  More resilient business for the future.



### P34B - Capability

# Portfolio



Manufacturing – Developing internal capability within a complex business, whilst delivering value to the business is a challenge we know well. A balanced perspective across people, process and performance improvement is essential.



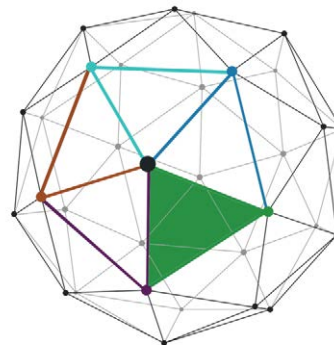
Infrastructure – Understanding established organisations, their needs, capabilities, capacity demands and priorities, to then support them with their evolution is a challenge we're very familiar with. Change led from within, facilitated by relationships.



Aviation – PMO's are an important part of a business. Engaging with them, aligning with them, and contributing to the next phase in development and application is a challenge we're well versed with. There's always opportunity to improve, reduce effort and increase value.



Retail – Understanding how established retail property and construction businesses operate, appreciating the importance of stability, and then offering new ideas to support their evolution, without disrupting well establish culture and practice is a challenge and opportunity we've faced.





# Perspectives

Neil successfully established, developed, and lead an extremely high performing team in a very challenging environment. Neil's professionalism and expertise in project delivery transcended through his leadership and management. It was an absolute pleasure to work with Neil during our time together. a period of my career which profited my professional development greatly, largely through Neil's excellent coaching and mentoring skills. (Rob) UK Manufacturing Project Manager.

'Neil created bespoke project processes which enable the team to be successful and made our jobs easier'.  
Design Lead Aviation

"a very insightful approach and brought the leadership team on the journey to explore current ways of working with a view to identify a next generation, more efficient way of working across our portfolio. We now have a clear pathway to further develop the Sainsbury's way in project management and construction across our new stores and extensive redevelopments of existing stores.

Many thanks.  
Director of Property,  
Procurement and Cost Transformation in retail.



# Partnering to innovate & validate & create

For Projects and Programmes with priorities and/or  
Education providers who need partners or professionals

Enabling partner organisations with innovations to demonstrate  
the benefit on real projects.

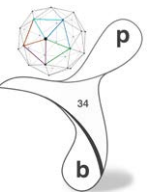
Partnering follows understanding.

Outcome focused beneficial relationships – not contracts.

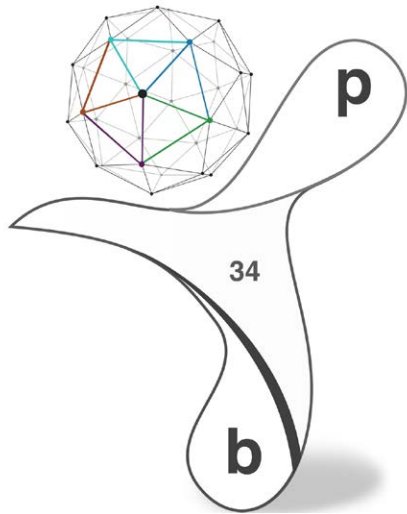
No business can offer in house all solutions you could ever need  
(they would be huge and expensive).

Your challenges are unique to you. Allow the solution to be unique too.

We will never stop finding new partners / solutions for your challenges








## P34B: -



- o Understand your key risks, priorities, and objectives.
- o Provide access to new partners – via P34B or direct.
- o Continually engage with businesses to understand innovations and form linkages.
- o Create opportunities for businesses to demonstrate the benefits they bring.
- o Engage with businesses to play their part in supporting the next generation.

### Purpose & Benefits

-  Partnering potentials linked to risks and priorities.
-  Access to new partners via P34B Ltd or direct.
-  Continual investment in identifying and creating opportunities for potential partners to demonstrate benefit.
-  Partners all encouraged to play an active role in supporting the next generation.
-  Benefits must be tangible and benefit all parties.



### P34B - Partnering



## Perspectives

“As a small business, 1 year old, pitching into the main contractor market this is exactly what we need”. I’m grateful for the opportunities to collaborate and support colleges and learners too”

(Jason)  
Lancashire based business leader

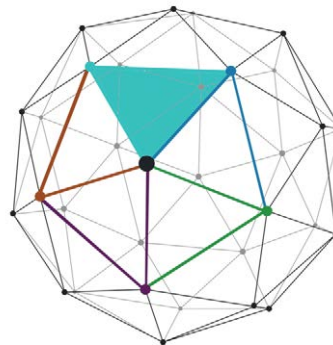


“It was a pleasure working with you on what will be our first of many projects... [our client] stated they had previously worked with consultants with varying results and were initially reticent of our ability to develop a necessary understanding of their business and recommendations [particularly] with the majority of interviews taking place remotely.

We clearly have a likeminded approach to our values and behaviours both from a personal and work aspect and I do feel this created a relaxed and effective environment which gave is the right foundation for this project.

**[The client management team] were delighted with the end result.**

**(John)**  
**Emerald Consulting.**



# Presenting Opportunities for our next generation.

For Education providers who need partners or professionals and for people with passion, perseverance, and belief seeking opportunities to engage with real projects.

Maximising our opportunities to engage, inspire and support the next generation of future talent



The next generation need our support. And We need theirs.  
So, let's do more together.

As leaders our job is to lead our businesses into the future.

To achieve this, we all need a pipeline of high-quality talent.

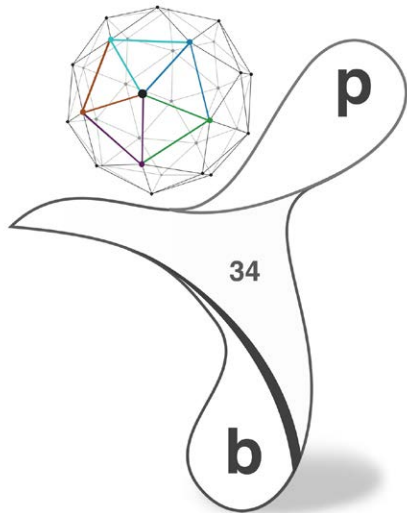
Young people present huge potential. But we must present opportunities to them.

This is not corporate social responsibility.  
This is core business and our role as leaders.






## We share this because we: -

- o Actively support and engage with learners of all ages to understand current day employability perspectives, needs and ambitions.
- o Promote the agenda of employability in schools.
- o Share our experience, knowledge and partners with schools, colleges, and universities.
- o Create employment opportunities in our own business.
- o Factor future workforce and talent into our client's capability strategies.

**If you work with us on a real project, and our client chooses to employ you for your values, passion, perseverance, and self-belief then that is success for us.**

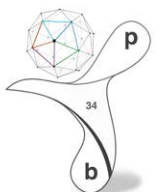


## Purpose & Benefits

-  We proactively tackle the gap between education and industry
-  We raise the agenda of employability and employable credentials for all.
-  We create opportunity for passionate talent to engage with real business on real projects.
-  Students and future talent are supported.
-  Employers find and have the option to take on talent which resonates with their business / vision.



P34B - Inspiring



# Perspectives

## Schools –

‘Thank you for supporting us. Year 11 Student at BRCoE School.

“Thank you for taking the time to shows us about the world of work”  
Year 10 Student at BRCoE School.

## Parents of students “:

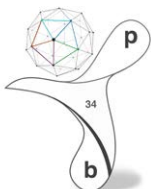
Just to say it was refreshing to hear a balanced view between the importance of education and the need to have wider life skills” (Parent of student at careers event’.  
Really good to hear such an in-depth discussion and that it inspired them to sit down and that it inspired them to sit down and discuss the pathways they had followed and to help their young person shape their route accordingly.

## Colleges -

“It’s fantastic to see directors taking time out of their schedules to help shape and promote innovative curriculum for the next generation of construction workers.  
I’m hoping conversations such as today will be the catalyst for more collaboration and master-classes across all of our curriculum, as this truly is the most effective way to bring our industry to the classroom.”  
(Zac) Preston College.

## Universities –

I can’t thank you enough for all of the support that you have provided to our students. Your support has been second to none.  
We really appreciate all you have contributed to the students learning and enrichment” (Andrea) Edge Hill University.



**Bishop Rawstone**  
Church of England Academy



**Year 11 Careers Seminar**  
10 February 2021

Neil Horner (Bishop Rawstone Enterprise Advisor and Director P34B Ltd) and Julie Lavery (director ORB Rope access ltd) presented a session as part of National Apprenticeship Week to our Year 11 students about their career journeys and how the world of construction that they both work in has changed over time, and also how the roles that they undertake are not necessarily as our young people would expect.

The session was live streamed through Microsoft Teams to, at one point 175 separate students, and parents had also been invited to listen into the event.

Neil and Julie spoke engagingly to the students and passionately about what their roles involve, using a mixture of strategies to engage and inspire the audience.

Following the event, we received some feedback from students and parents.

One student wrote at the end of the meeting “Thank you for taking the time to show us about the world of work” whilst another stayed back at the end to ask questions about how they could identify pathways that she could take to help her follow the same route.

Other students have commented since that they enjoyed the session, finding it informative and useful to them in helping them to plan the routes they wish to take as they go forward. Several students have also commented that it was nice to hear that an ex-student has gone on to do so well, with one female student also suggesting that it was great to hear from a woman in construction.

Parents have also been quite positive about the event, having listened in, with one particular parent saying it was really good to hear such an in-depth discussion about the world of business and that it inspired them to sit down and discuss the pathways that they had followed and to help their young person shape their route accordingly.

Thank you very much Julie and Neil

We really appreciate your support.



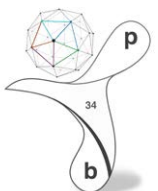
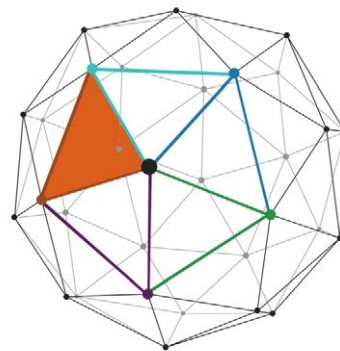
Mr A Duckworth  
Assistant Headteacher – Careers/Intervention

Highfield Road, Croston, Leyland, Lancashire PR26 9HH  
Tel: 01772 600 349 or 600 972 Fax: 01772 601 320  
email: office@bishopr.co.uk website: www.bishopr.co.uk  
Company Number: 7672781 VAT Registration Number: 120 1290 77  
Headteacher: Mr P Cowley



## University Students on work placement with P34B in 2021

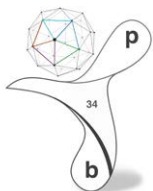
- “I have never completed a virtual interview before. Very professional and was akin to industry standards, so gave me great experience. Excellent experience for future interviews that I will have”
- “Level of support was second to none. Very different from the college placement which I did, felt like part of the project and worked on a whole live project. Neil always made time to support and ensured that I was on the right track”.
- “I got much more out of it than I ever expected. It was essentially a marketing role, but it was much more. Gave me options to follow different career paths and opened my eyes about my skills and how I could use them in graduate jobs”.
- “Communication skills made my career pathway clear – lots of opportunity to build on the skills that I have with currently working with my dad at his company and completing the marketing for my dad’s business. Neil gave me support and experience in spades”.
- “No nothing at all was missing from the placement. Liked working on a virtual platform”.
- “The placement made me realise what I would like to in the future. Marketing project allowed me to shape the ideas for jobs that I will apply for in the future”
- “Not what I expected at all but was much better - in a good way. We were given the responsibility of completing the work on our own, but with full support throughout the project. Involved in all aspects of the project, much better than I expected it to be. Enjoyed the level of involvement with the schools and the stakeholders”.



- “Excellent support. Encouraged to develop ideas on our own initiative, but Neil was there if we needed him. Neil was very professional, supportive and we all knew that he was there if we needed him”.
- “Always communicated with me online, by email and in person. It felt like it was a real job because of how I was treated. We had regular check points for development and progress. This was really good”.
- “I wanted an experience that would help me in the future, and I feel like this has. I know that I want to get a job in Brand Management. I generally panic when I am doing something new and that I haven’t done before. I feel that I have more confidence now as I have dealt with stakeholders and professionals and am able to communicate ideas effectively now. I have learned that it is always important to have a Plan B in case Plan A is not developed.
- “Problem-solving skills and communicating in a business forum. Allowed me to interact with stakeholders and developed my skills in working on a virtual platform. My problem-solving skills were not very good at the start of the placement, but they have increased greatly by the end of the placement”.
- “Problem solving abilities improved and how to behave in the workplace professionally. Also, how you can control a situation positively to achieve the result that you want”.
- “Very supportive and wants to help you develop. Very genuine, warm, and helpful. He is very in control of the situations. I learned as much from watching him as I did working on the project”

### Lancashire Careers Hub Lead

*Neil is a recently appointed EA, joining us during the pandemic and the challenges faced by schools. Despite schools having to change priorities on a weekly basis and his CL in the position as an Assistant Head, he has shown exemplary emotional intelligence to establish a virtual relationship with the CL. He has used his time to gain a deep understanding of the aims of the national objectives, his role as an EA and the priorities for his school. He has researched via the LEP, CEC website, requested training with me as the EC to ensure the precious CL meetings were impactful. He has also taken a wider role within the whole Lancashire Careers Hub by providing an employer insight for 2 of our digital platforms and has initiated a project to enhance the Start in Lancashire resources by directing his newly appointed interns from the Edge Hill (local university) to develop resources that match the objectives of the platform.*



**INSPIRA**  
Inspiration for Life

**Liz Bacon**  
Deputy Career Hub Lead, Inspira  
P: 01931 711300 | M: 07795977527  
E: liz.bacon@inspira.org.uk | W: www.inspira.org.uk  
A: Preston County Hall, County Hall, Pitt street,  
Preston, Lancashire, PR1 8XB



## Customers of a collaborative project between P34B and Placement Students

It's been a pleasure working with you all on this – a powerful, collaborative team effort!

My heartfelt thanks to everyone, What an absolute pleasure to be part of the student journey and a collaborative project

My best wishes for future careers - and degree classifications! I'm sweating on the results of two my own undergraduates **Andy Iredale**

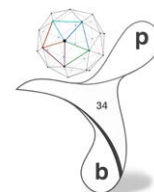
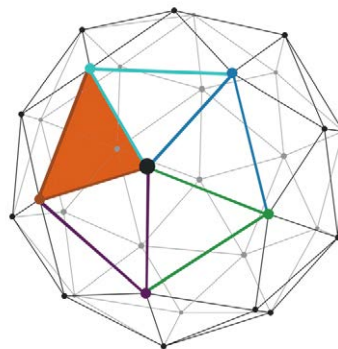
The process alone has been a valuable and powerful learning experience for everyone involved and the output will be a great addition to the bank of guidance and resources available to young people.

Best wishes for the future and don't hesitate to connect professionally and ask for recommendations!

Good luck.




Jon

**Jon Arundel**  
**Director of Sales & Marketing**










# Participating




We are actively support organisations who passionately care about people, performance, and businesses. Here's some examples of where we are proudly participating to create benefit though genuine collaboration.




Who	Why	How	
	<p>Association for Project Management (APM) is the only chartered body for the project profession, with over 30,000 individual members and more than 500 organisations participating in our Corporate Partnership Programme.</p>	<p>Neil Horner has been Member since March 2015.</p> <p>In July 2021 Neil Was appointed as a Northwest Committee Member.  <a href="https://www.apm.org.uk/news/apm-north-west-branch-committee-results-for-2021-2022/">https://www.apm.org.uk/news/apm-north-west-branch-committee-results-for-2021-2022/</a></p> <p>Neil is committed to engaging the next generation in professional capability development.</p>	<p><a href="https://www.apm.org.uk">https://www.apm.org.uk</a></p>
	<p>The Chartered Management Institute (CMI) is the Chartered Body for Management and Leadership working with business and education to inspire people to become skilled, confident, and successful managers and leaders.</p>	<p>Neil Horner has been a Chartered Manager since May 2016. Neil's chartership status was achieved through professional experience and competency, thus evidencing practical and applied application of CMI competency requirements.</p>	<p><a href="https://www.managers.org.uk/">https://www.managers.org.uk/</a></p>
	<p>Offer not for profit small business advice, financial expertise, support, and a powerful voice in UK government.</p>	<p>P34B Ltd have been members of the FSB since October 2020, duly benefiting from FSB services whilst contributing back our voice towards UK Government.</p> <p>FSB provides a community, protection, and resources for P34B Ltd to use, enabling us to operate as a big business whilst protecting our small business status.</p>	<p><a href="https://www.fsb.org.uk/">https://www.fsb.org.uk/</a></p>






Who	Why	How	
 	<p>Collaborate With Buyers &amp; Suppliers to Develop Supply Chain Best Practices &amp; Protocols</p>	<p>P34B Ltd joined Achilles in July 2021 as a business commitment to evidence an ongoing commitment to supply chain compliance.</p> <p>Our accreditation provides another level of confidence of for our customers and suppliers.</p>	<p><a href="https://www.achilles.com/?utm_term=achilles&amp;utm_campaign=S-GM-BRAND&amp;utm_source=ad-words&amp;utm_medium=ppc&amp;hsa_acc=9051022080&amp;hsa_net=adwords&amp;hsa_grp=128492743344&amp;hsa_ver=3&amp;hsa_kw=achilles&amp;hsa_tgt=kwd-73749600&amp;hsa_mt=e&amp;hsa_ad=518342438588&amp;hsa_src=g&amp;hsa_cam=12911757765">https://www.achilles.com/?utm_term=achilles&amp;utm_campaign=S-GM-BRAND&amp;utm_source=ad-words&amp;utm_medium=ppc&amp;hsa_acc=9051022080&amp;hsa_net=adwords&amp;hsa_grp=128492743344&amp;hsa_ver=3&amp;hsa_kw=achilles&amp;hsa_tgt=kwd-73749600&amp;hsa_mt=e&amp;hsa_ad=518342438588&amp;hsa_src=g&amp;hsa_cam=12911757765</a></p>
	<p>East Lancashire Chamber of Commerce is a locally based private sector organisation, owned by the Members and accredited by the British Chambers of Commerce.</p>	<p>P34B Ltd is a member of the East Lancashire Chamber of Commerce since 1st June 2020.</p> <p>The chamber provides us with connection and support as we contribute to our home region.</p>	<p><a href="https://www.chamberelancs.co.uk">https://www.chamberelancs.co.uk</a></p>
	<p>Boost is Lancashire's Business Growth Hub. We work with business owners and decision makers to help them improve, develop, and grow their business.</p>	<p>P34B Ltd have benefited from boost funding following Covid recovery whilst now supporting and benefiting from Boost &amp; Co benefits, connections, and support.</p>	<p><a href="https://www.boostbusinesslancashire.co.uk">https://www.boostbusinesslancashire.co.uk</a></p>




Who	Why	How	
	<p>Lancashire 'Share' platforms aim to 'pool' the counties resources in one place to make life, and work, easier for as many people as possible.</p>	<p>P34B maintain a share page and utilise the platform to share and engage with regional businesses.</p> <p>We support the ethos of sharing to support.</p>	<p><a href="https://www.lancashire.co.uk/">https://www.lancashire.co.uk/</a></p>
	<p>Preston Partnership is an independent partnership of businesses and organisations that are passionate about Preston and contributing towards the continued growth and development of the city.</p>	<p>Neil Horner has been a Chartered Manager P34B Ltd been a member since June 2021, to reinforce our commitment to supporting Preston and the people of Lancashire in continued growth. We see huge opportunity in Preston and our home region.</p>	<p><a href="https://www.visitpreston.com/invest/preston-partnership/">https://www.visitpreston.com/invest/preston-partnership/</a></p>
	<p>A dynamic purchasing system for professional services for Growth Lancashire Ltd.</p>	<p>P34B Ltd secured a role in the Professional Services for Growth Lancashire Ltd in November 2021. We look forward to supporting regional businesses through this framework.</p>	




Who	Why	How	
	<p>Grafters Super Groups are fortnightly networking referral groups for specialist suppliers and contractors to the UK construction and property industry.</p> <p>Every member or guest on any call is currently working on projects on which your product and service will be required.</p>	<p>P34B Ltd joined the Lancashire Grafters group in September 2020 to engage and build relationships with other businesses operating within the construction sector across Lancashire.</p>	<p><a href="https://www.grafterssupergroups.co.uk/events/lancashire/">https://www.grafterssupergroups.co.uk/events/lancashire/</a></p>
	<p>CITB is the Industry Training Board for the construction industry and a partner in Construction Skills, the Sector Skills Council.</p>	<p>P34B continue to promote and align with the CITB.</p>	<p><a href="https://www.citb.co.uk">https://www.citb.co.uk</a></p>
	<p>Mindsight is the genuine wellbeing conversation starter.</p>	<p>P34B engaged with Mindsight in 2020 to benefit from conversations not asked for but hugely beneficial. P34B are a business ambassador for Mindsight encouraging others to benefit from conversations they haven't planned for but need.</p>	<p><a href="https://mindsight.org.uk">https://mindsight.org.uk</a></p>



Who	Why	How	
	<p>Inspira are the leading employability experts in the Northwest.</p>	<p>Neil Horner &amp; P34B Ltd work with Inspira to promote employability across Lancashire.</p> <p>This relationship has evolved through Neil's work as an Enterprise Advisor (EA).</p>	<p><a href="https://www.inspira.org.uk">https://www.inspira.org.uk</a></p>
	<p>The Careers and Enterprise Company exists to facilitate a world-class careers education, inspiring and preparing young people for the world of work.</p>	<p>Neil plays an active role with the Careers &amp; Enterprise company, as an Enterprise Advisor whilst engaging in projects such as the 'you and your goals' project.</p>	<p><a href="https://www.careersandenterprise.co.uk">https://www.careersandenterprise.co.uk</a></p>
	<p>Lancashire Careers Hub success is fundamentally reliant on the amazing support of all our Enterprise Advisers who all generously volunteer their expertise, skills, and knowledge to help schools and colleges develop and deliver a world class careers programme.</p>	<p>Neil Horner is an Enterprise Advisor, sharing industry experience with teachers, partners, and students from year 7 to 11.</p> <p>Operating as a strategic advisor with event support we share and prompt employability, relative to benchmarks as a curriculum essential.</p>	<p><a href="https://lancashirecareershubs.co.uk/employers/">https://lancashirecareershubs.co.uk/employers/</a></p>



Who	Why	How	
	<p>Lancashire Careers Hub is a collaboration of 154 secondary schools and colleges across the whole region who work together to deliver the Gatsby benchmarks. Collaborating with business partners, the public, education, and voluntary sectors, they help improve careers outcomes for young people.</p>	<p>P34B continue to promote the Lancashire careers hub as a valuable resource for students, parents, and EA's across Lancashire.</p>	<p><a href="https://lancashirecareershubs.co.uk">https://lancashirecareershubs.co.uk</a></p>
	<p>The Lancashire Skills Pledge provides businesses with one place to find out more about employer facing skills and training initiatives.</p>	<p>P34B Ltd currently have active skills pledges in: -</p> <ul style="list-style-type: none"> <li>• Skills support for the workforce</li> <li>• Taking up an apprentice</li> <li>• Give an hour</li> <li>• Be an enterprise ambassador</li> </ul>	<p><a href="https://www.lancshireskillshub.co.uk/lancashire-skills-pledge/">https://www.lancshireskillshub.co.uk/lancashire-skills-pledge/</a></p>
	<p>The Upskilling Lancashire project is part-funded by the European Social Fund and supports Lancashire based SMEs and micro businesses to increase the skills and capability of their employees, enabling the business to compete regionally, nationally, and internationally.</p>	<p>P34B Ltd engaged 5 students on placement during 2021 to provide experiences and opportunities in business development and brand and marketing development. This project resulted in the you and your goals project outcome with personal feedback from students evidencing the benefit. References for all students provided to support onward employability.</p>	<p><a href="https://www.edgehill.ac.uk/e3i/supporting-business/upskilling-lancashire/">https://www.edgehill.ac.uk/e3i/supporting-business/upskilling-lancashire/</a></p>

Who	Why	How	
	<p>The Productivity &amp; Innovation Centre is part-funded by the European Regional Development Fund to provide innovation support and advisory services to Lancashire based SMEs.</p>	<p>Attending the programme November-December 2020 to support with strategy development. A useful programme for those seeking challenge to evolve their thoughts and plan.</p>	<p><a href="https://www.edgehill.ac.uk/e3i/supporting-business/pic/">https://www.edgehill.ac.uk/e3i/supporting-business/pic/</a></p>
	<p>Preston's College take great pride in supporting all learners to achieve the qualifications and outcomes they need, alongside the technical skills, knowledge, and experience that employers and universities are looking for. In short, it's our mission to help make learners the most employable and to thrive in their chosen career.</p>	<p>P34B Ltd is an approved supplier to Preston College and has provided ongoing industry connection, with guest lectures to the college in support of both the region and the students.</p> <p>This is a relationship with limitless potential industry, businesses, students, and our sector alike.</p>	<p><a href="https://www.preston.ac.uk/">https://www.preston.ac.uk/</a></p>
	<p>Apprenticeship's northwest is the Northwest Hub for Apprenticeships, facilitating sharing and business to business engagement.</p>	<p>Neil has been an apprenticeship ambassador for 2 years. In this role Neil has promoted the benefits of apprenticeships shared his own journey and inspired others through engagement to consider apprentices as plan A, not plan B.</p>	

Who	Why	How	
	<p>STEM subjects are brought to life by over 30,000 volunteers, available across the UK, all free of charge. Inspiring communicators and relatable role models, they are here to help now, by connecting online. Aspirations raised, careers illuminated, and learning supported.</p>	<p>Neil Horner has been a STEM ambassador for around 7 years supporting events, STEM and investing in the understanding and application of STEM topics within industry context. A current focus is the use of digital skills and STEM in construction and manufacturing.</p>	<p><a href="https://www.stem.org.uk/stem-ambassadors">https://www.stem.org.uk/stem-ambassadors</a></p>
	<p>The Gen is a national youth platform, populated with information, advice, support, and opportunities for young people aged 16-24. Our content is 100% led by the business community and ensures equal access to information and opportunities for young adults. The Gen further supports the education sector, listing work placements, projects, internships, guest speaking and guest teaching opportunities.</p>	<p>Neil Horner of P34B is an ambassador for the Gen activity supporting use of the platform and offering opportunities for the GEN to engage in real projects, with real people, to inspire and inform life choices.</p>	<p><a href="https://thegen.online/">https://thegen.online/</a></p>
	<p>The digital skills hub is a hub for digital skills in Lancashire.</p>	<p>Neil has been a member of the Digital Skills Partnership Steering Group since January 2021 participating in group discussion, round table engagement, initiatives to inspire digital skills whilst aligning with other business around the importance of digital skills for the future workforce.</p>	

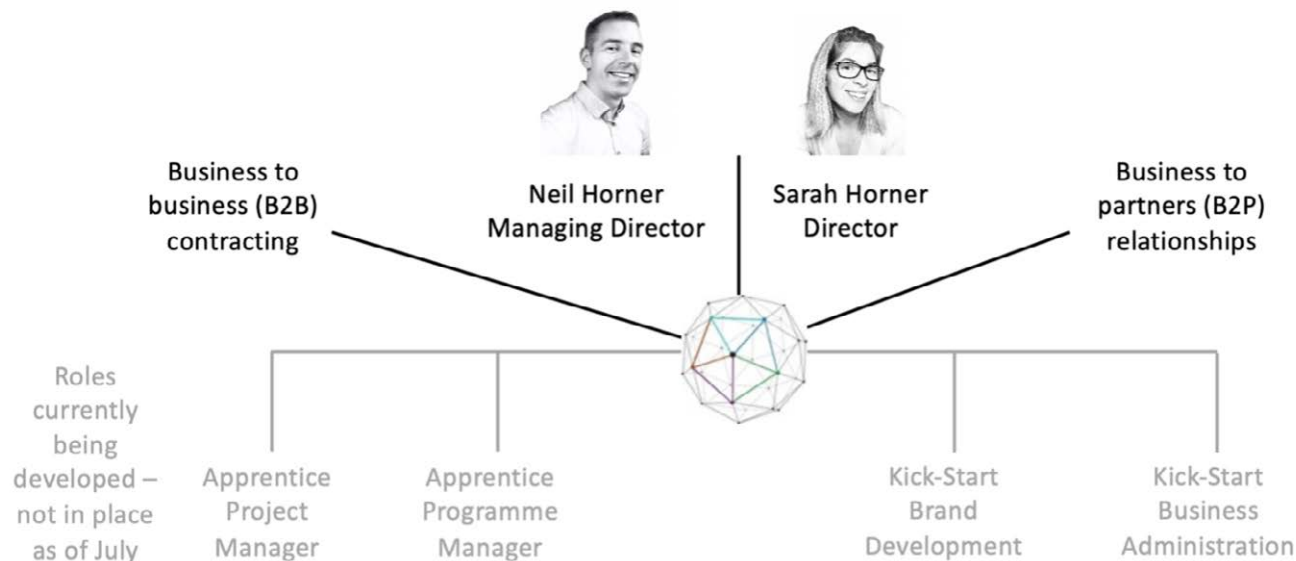
Who	Why	How	
	<p>Provide an online match-making platform, to connect schools and colleges with appropriate volunteers from a range of sectors and professions that match their requirements. Activities can take place in school to connect with volunteers from the local community, or virtually.</p>	<p>P34B has supported schools and colleges with guest speaking events including to provide insights into the construction industry and roles.</p>	
	<p>Bishop Rawstone Church of England Academy is a coeducational secondary school with academy status situated in the village of Croston, Lancashire.</p>	<p>Neil Horner has been the Enterprise Advisor at Bishop Rawstone since November 2020 receiving positive feedback from teachers, parents, and students for contributions despite remote challenges during 2020/2021</p>	

# People

P34B Ltd was founded by Neil & Sarah Horner with a vision to create something from nothing, which creates space and opportunity for everyone involved to benefit and fulfil their own potential.

Neil's career journey started at 16 as building services technical apprentice. This vocational route into industry created space and opportunity for Neil to progress and purposefully prove himself through application. Since being an apprentice Neil has progressed through contractor, management, senior management, director, partner and client roles with passion, purpose, perseverance & belief. Operating across education, healthcare, manufacturing, aviation, and construction sectors through all stages of the project lifecycle with all levels of the supply chain Neil developed the ability to identify the missed opportunities and gaps in project scope/baseline and business initiative strategies. Neil's experiences in business and appreciation for the journey of learners has shaped the business model to be something which he wished had existed when he was starting and progressing his management career.

Sarah's vision, passion and career journey through accountancy, financial management & mortgage advice has evolved into a natural passion for family, creativity, wellbeing, and care. Sarah's passion lies in creating, shaping, exploring new ideas and opportunities to create joy, connection and establish long term relationships. Sarah believes 'it's the little things' which make a big difference.





# Continue to Grow and Develop

P34B continues to develop and grow through engaging those with passion in the journey. In 2021 P34B Ltd Partnered with Edge Hill University to provide placement opportunities for 5 students who demonstrated passion and professionalism through interview and engagement.

The feedback: -

Throughout 2021 / 2022 P34B have established new partnership with local colleges, universities, and schools to establish support models for them and their students. Coming soon.

## Edge Hill University



FAO: Mr Neil Horner  
Managing Director  
P34B Ltd

21 May 2021

Dear Neil

### Re: Edge Hill University Student Placement and Projects – Jan-May 2021

Further to the conclusion of the two separate projects you offered to our 2<sup>nd</sup> and 3<sup>rd</sup> year degree students through P34B Ltd I am writing to provide a summary on the outcomes gained and the feedback from the students themselves.

As you know there were two separate projects supported by a total of five students: a 'Brand-Marketing' project involving three students to promote employability options for Lancashire Careers Hub; and a project entitled 'Business Infrastructure' for two other students to research potential business IT systems. For four of the five students, the projects formed a mandatory module and contributed marks towards their degree course. The fifth student took on the project for self-development purposes.

Having met with all the students independently recently the feedback has been outstanding. They were asked about the recruitment process, the support and level of communication you provided and the main learning outcomes they gained throughout their respective projects. Please see below just some of the comments they volunteered:

#### Support during the project:

*"Neil is a very busy man but always set up meetings, took time to explain things and to respond to emails that we sent to him." Connor, taking BSc (Hons) Marketing with Digital Communications*

*"11 out of 10! Neil has been brilliant, I cannot sing his praises enough. Neil has been very supportive and wants to help you develop." Adam, BSc (Hons) Business and Management*

*"I got much more out of it than I ever expected. It was essentially a marketing role, but it was much more. It gave me options to follow different career paths and opened my eyes about my skills and how I could use them in graduate jobs." Callum, taking BSc (Hons) Marketing with Advertising*

#### Skills gained:

*"I feel that I have more confidence now as I have dealt with stakeholders and professionals and am able to communicate ideas effectively now." Morgan, taking BSc (Hons) Marketing*

*"developed better communication skills. (I'm) usually used to working in bigger groups of 10+ so it was good working in a smaller team. The placement taught me to speak up more on a different platform." Corey, BA (Hons) Film & Television Production*



*"The placement allowed me to interact with stakeholders and developed my skills in working on a virtual platform. My problem-solving skills were not very good at the start of the placement, but they have increased greatly by the end of the placement." Connor*

E3i is the department that works with employers to facilitate work placements and projects for the students in Edge Hill's Faculty of Arts & Sciences. Further to you taking part in our Upskilling Lancashire programme (to help identify workforce development needs) the placement opportunities that you have provided here and the variety and level of support has been second to none. The students have gained so much from the time, passion and commitment you have given them and they and I recognise all this has been done whilst simultaneously developing your own consultancy business. The students have all commented that the opportunities were diverse, interesting and all will gain positive marks for their degree module.

We look forward to working with you again in the future and with any of your partner stakeholders to develop the future student workforce. Many thanks again.

Best regards

Alex Fruin  
Business Development Coordinator  
Upskilling Lancashire programme  
E3i  
Faculty of Arts and Sciences

# Independent Verification

P34B Ltd is registered with Achilles Building Confidence. Our business arrangements, policies and provisions are validated by Achilles in July 2021.

This provides our people and those we engage with a level of confidence that our arrangements have been independently validated.

## We've pledged to support others

Our pledges to support others have been endorsed by the Lancashire Skills and Employment Hub and Lancashire Enterprise Partnership.

We have active pledges for: -

- Skills support for the workforce
- Taking up an apprentice
- Give an hour
- Be an enterprise ambassador



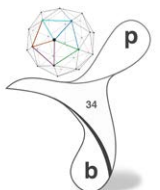
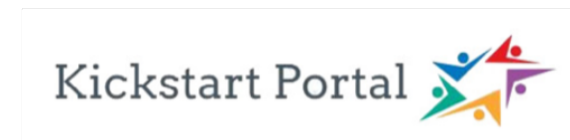
# Independent Verification

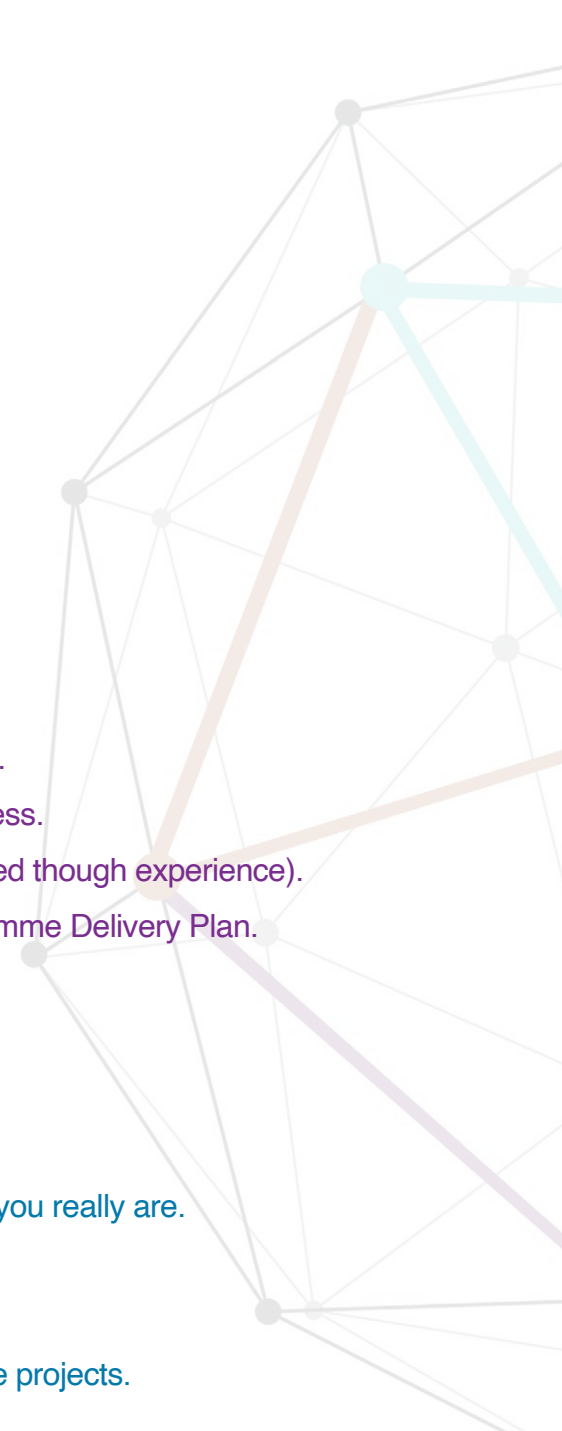









In September 2021 applications will open for 2 No apprenticeships. One in project management and the other in programme management.

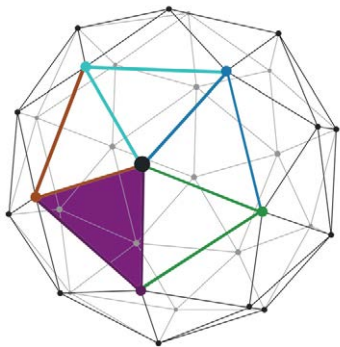
In October 2021 applications for two kick start roles with the business will be published. These roles will focus on business brand development and business administration. Both roles will be supported by partners operating in brand development and marketing. Further details to follow.

In November P34B will be providing additional support via the GEN Lancashire.






With work placement advertisements being resolved in December 2021 for release January 2022 in support of Upskilling Lancashire.

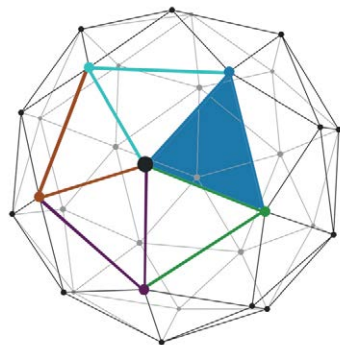


- 
-  You stay in control of your project and plan – no middle management layers.
  -  Priority focussed. Only invest in what you need. Cost of service proportionate to priorities.
  -  Pace and speed of response – no complex procurement. Standard contracts. Fair principles.
  -  Maximum benefit in minimum time. Our reputation and performance creates ongoing security and pipeline.
  -  Scale up or scale down, just don't mess us around. Please respect we have customers too.
  -  Create a positive capability legacy as a by-product of project / programme delivery.
  -  Flexibility and agility to apply our model on any project, in any business, for in any sector.
  -  Passion to support anyone, from any background, with values, passion, perseverance, and belief.
  -  Mutual progress - the more we do, the more we grow, the more we benefit – win/win/win.








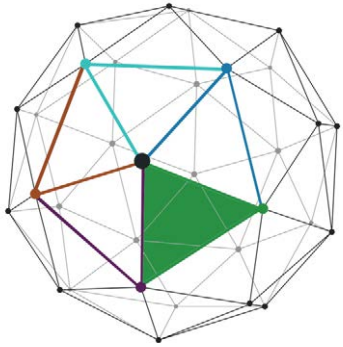
## Preparing

-  Experienced engagement appreciating your challenges and priorities.
-  Provoke your thinking and sharing our experiences through workshop/peer reviews.
-  Identify specific risks, gaps and opportunities with mitigation and measures to address.
-  Share our unique concepts for managing risk and maximising opportunity (developed though experience).
-  Formalise outcomes in a best practice, templated Project Execution Plan or Programme Delivery Plan.








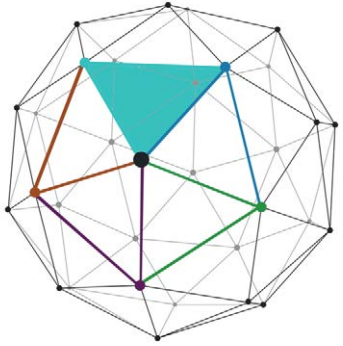
## Delivering

-  Independent assessment of status summarised in a one-page SWOT analysis.
-  Review what your reports tell you, against your action. We'll assess how far ahead you really are.
-  Issues identification with support to establish robust risk mitigation measures.
-  Access support to course correct – either as us or working with our partners.
-  Governance support with improvements to your repeatable process to benefit future projects.








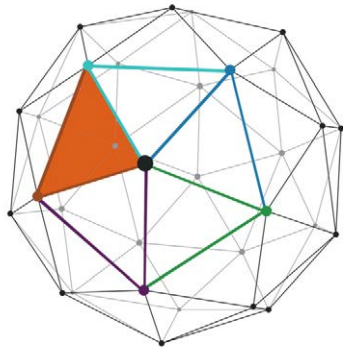
## Capability

-  An alternative, experienced perspective on capability and capacity development.
-  Combining a strategic approach, applied capability and support model.
-  Significantly increase future talent take.
-  Improve cost and high capability time efficiency.
-  More resilient business for the future.








## Partnering

-  Partnering potentials linked to risks and priorities.
-  Access to new partners – via P34B Ltd or direct.
-  Continual investment in identifying and creating opportunities for potential partners to demonstrate benefit.
-  Partners all encouraged to play an active role in supporting the next generation.
-  Benefits must be tangible – to benefit all parties.



## Presenting

-  We proactively tackle the gap between education and industry
-  We raise the agenda of employability and employable credentials for all.
-  We create opportunity for passionate talent to engage with real business on real projects.
-  Students and future talent are supported.
-  Employers find and have the option to take on talent which resonates with their business / vision.

Putting you in control of your priorities  
and the benefits from the start.

