

# Gordon McGlone

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<b>Honours</b>	<b>Appointed OBE in the Queens Birthday Honours 2006 for services to Conservation</b>
<b>Professional Status</b>	Chartered Environmentalist; Society for the Environment, 1998
<b>Approach</b>	<p>I have been dedicated to learning more about nature and the living world since my earliest memories. I am a systems thinker and the Ecosystems Approach is fundamental to my understanding of how we can look forward to a healthy future.</p> <p>Thinking naturally &amp; Don't take nature for granted are my two by-lines.</p>
<b>Belief</b>	<p>I am committed to communicating and sharing my knowledge and experience acquired over my 40 year career in nature and environmental issues to improving our capacity to adapt a three planet economy to one planet sustainability.</p>
<b>Competences</b>	<p>I have learned that it is essential to present one's ability, experience, authority and knowledge in a subtle way according to immediate and present needs. I have been successful at leadership, inspiration and advocacy, as both CEO and Chair, by assessing the relevant circumstances and applying my skills in a balanced way.</p> <p>My success as a leader derives from my ability to give clear direction in an understandable and acceptable way. I am a follower of Greenleaf's concept of servant leadership – being supportive, enabling and empowering of one's team. Wildlife Trust colleagues have given me very strong feedback as 'one of the movement's great leaders'.</p> <p>I am naturally an early adopter of new ideas. I blend foresight with both evidence and intuition to drive innovation. Examples of my long-view include Gloucestershire local authorities signing my Peat charter with Sir David Attenborough 20 years ago, the first such charter in the UK; the Trust's early adoption of Investors in People in 1995 and my design and team delivery of the first private badger bTB BCG vaccination programme.</p> <p>Every one of the organisations that I have supported or <b>led</b> has been people based. I love team work and I get a thrill from seeing latent talent developed and expressed. Becoming chair of Lantra, the UK Sector Skills Council for land-based and environmental industries, was an expression of my commitment to people both as individuals and as strategic and operational assets of the highest order.</p> <p>Whilst measuring activity does not in itself generate impact it is often the best proxy for determining where to invest money, time and talent. I successfully led the 2012-2017 UK Development Strategy process that engaged with and won the support of the 47 Wildlife Trusts. In the case</p>

of Gloucestershire my decision to invest in the Marketing 'engine room' has resulted in a membership of almost 28000, the highest per capita of county residents of any wildlife trust in the UK. The unrestricted funding and supporter mandate from this membership and the subsequent interplay between conservation delivery and clear communication of conservation results has placed the Gloucestershire Trust as the county's top wildlife conservation NGO.

## Delivery

I have a proven capacity for 'Walking the Talk' – not just evangelising but delivering what I speak about before it is always fashionable or the norm

- I was using the internet in 1990 and email by 1992
- I established the Gloucestershire Bat Group and Gloucestershire Centre for Environmental Records
- I have received Ministerial appointments to two advisory groups- badgers and bovine TB & Sustainable Development Education.
- My Lantra chairmanship was endorsed by the four relevant UK government ministers at the time of SSC re-licensing
- I designed and led the process to appoint chairs for 4 Lantra national employer councils
- I maintained Investor in People status for 17 years, reaching Silver Standard and receiving the Gloucestershire IiP Champion Award personally.
- Whilst setting up a NVQ assessment centre I succeeded in the task of gaining a level 5 NVQ (Masters equivalent) in management
- I gained an MBA whilst concurrently working as CEO and Chair of two separate organisations
- I undertook a week long training programme in Executive Leadership coaching and mentoring before it was trendy
- I designed and led the first private Badger bTB vaccination programme; second year completed in 2012
- I suggested to and supported the Agricultural advisor to BBC R4 Archers programme that Badger bTB vaccination was a storyline – Eddie Grundy subsequently got trained as a lay vaccinator and the debate was greatly enriched
- I was the first WT CEO to undertake integrated and strategically aligned Twitter, Blogs and public information curatorship of Social Media
- I developed the Gloucestershire Nature Works business awards schemes; over 100 guests and 5 MPs attended the second Palace of Westminster event in November 2012

## Experience

### Gloucestershire Wildlife Trust

I have built the Trust from the small amateur organisation that I encountered on my arrival in 1979 (Income £22,480, 3 staff, 36 nature reserves, 3988 members) into the current highly professional and widely respected 'go to' nature conservation leader for Gloucestershire (Income £1.8m, 42 staff, 60+ nature reserves, 27700 members).

Investor in People achieved in 1995. IiP re-recognised 1998, 2000, 2001, 2004, Silver Standard 2007

Chief Executive 2004 - to date

Director & Managing Director GWM Ltd 1983 – 2004

- The Senior executive with full responsibility for the day to day operation of the Trust and its wholly owned consultancy companies, GWM Ltd and Treesolutions Ltd.
- Strategic nature conservation,
- Developmental and business planning, resource allocation and management.
- Advocacy and Marketing
- Operational, Personnel and facility management.
- Communication with staff, members, external bodies and funders.
- *Gloucestershire Centre for Environmental Records*; a major development project initiated by myself in 1989 and now part of a separate funding and development programme with defined policies, procedures, protocols and quality standards. GCER is the Biological Records Centre for Gloucestershire that works in partnership with Agencies, biological recorders, nature groups and local authorities. It is a node of the National Biodiversity Network. GCER now manages 1.5 million species records.
- *Gloucestershire Wildlife Management Ltd*; formed from my proposals in 1988 at the demise of the Trust's Government funded 100 strong MSC Managing Agency that I developed and managed from 1984-88. GWM Ltd and subsequently Tree Solutions Ltd offered arboricultural services, environmental consultancy, practical habitat management, environmental data services and project development work.  
The companies were closed in 2008 as their role had become fulfilled by other Trust functions.

#### Executive and Conservation Officer 1979 – 1983

The senior member of staff of the then small Gloucestershire Trust for Nature Conservation. I had direct nature conservation management responsibility for 39 nature reserves and I was also the fund raiser, marketing officer, IT developer, campaigns advocate, strategic planner and gopher for the Trust.

#### **Countryside Commission consultant**, Cwm Risca Demonstration Farm, wildlife survey team leader 1977 - 1980

#### **University College Swansea 1976 – 1979**

##### Research Demonstrator in Environmental Botany

I lectured in ecology and environmental biology, held tutorials, demonstrated at and organised laboratory practicals, and ran residential field trips including a week long visit to the Scilly Islands

## **Education**

### **University of Bath**

MBA 1999 – 2003 modular focussed on strategy and marketing  
Graduated 2003; Thesis – Business Strategy and Sustainable Development

### **University of Wales**

Doctor of Philosophy 1972 – 1975, Research Degree, Graduated 1979  
Thesis – Accumulation and toxicity of heavy metals to marine phytoplankton in culture

**University College, Swansea**, Jt Hons Botany with Zoology, 1969 – 1972,  
Graduated 1972, focussed on environment, ecology, physiology and  
marine biology

**King Edward VI Grammar School**, Southampton 1961 – 1969

O levels – Mathematics, Physics with Chemistry, History, Biology, English  
Language, English Literature, French, Latin, General Studies

A levels – Chemistry, Botany, Zoology

## **Training and Development**

- Management NVQ 5 achieved 1995. TDLB Assessor D32 and D33  
achieved 1996, D34 1997.
- Executive and Leadership Coaching and Mentoring certificate – 2006

## **Extramural activities**

### **Bristol University**

Extra mural lecturer 1981 – 1991

Working party member and subsequently Academic Board member MSc in  
Conservation, 1993 to 1996

**Minister of Agriculture's Advisory Panel on Badgers and Bovine TB**  
appointed 1996 to 1997 (panel dissolved)

### **Royal Society for Nature Conservation/The Wildlife Trusts**

- Conservation Committee member 1989 to 1995
- Appointed to Minister of Agriculture's Advisory Panel on Badgers  
and Bovine TB 1996 to 1997
- Badgers and bovine TB national spokesperson to date
- Resources Committee member 2006 – 2009
- Team leader, strategic leadership and excellence in government  
2009
- Objective Support Team chair 2010 – 2012 &
- Leader and Motivator 2010-2012 of The Wildlife Trusts UK  
Development Strategy for 2012 - 2017

### **Association of Wildlife Trust Consultancies**

Founder Chairman 1995 to 1997

### **South West Wildlife Trusts**

- Founder board member 1999 - present

### **National Biodiversity Network (NBN)**

Chairman NBN Access and Accreditation committee 1999 to 2002

Member of National Biodiversity Network, Local Advisory Group 1997 to  
1999.

### **COSQUEC (Council for Standards and Qualifications in Environmental Conservation)**

Member of Landscapes and Ecosystems NVQ Working Party, 1988 – 1992

Member of standards group 1995 – 96

Chairman of quality group 1994 – 1996

Chairman Modern Apprenticeships Steering group 1995-1996

Member of COSQUEC Executive 1995 - 1996

### **ETO (Environmental Training Organisation)**

Trustee ETO 1996 – 1998

Chairman ETO Executive 1996 – 1998

**LANTRA National Training Organisation, environmental and land-based industries**

Chairman of UK council of 14 UK industries 1998-2002

Chairman of Environmental Conservation Industry Group 1998 to 2002

Board Member 1998 to 2002,

Chairman of Board 1999 to 2002

**LANTRA Sector Skills Council**

Chairman (including HR & Remuneration and Governance Committees)  
2002 to 2011

Chairman of UK Council of 17 land-based and environmental industries 2002 - 2010

**DEFRA/DES Sustainable Development Education Panel**

Ministerial appointment - Member 2001 to 2003 (strategy completed)

**Gloucestershire**

**Stroud Valleys Project**

Founding board member 1986 to 2002.

**Gloucestershire Round Table for Sustainable Development**

Chairman 2002 to 2010

**Gloucestershire Strategic Partnership Board**

Member 2002 to date 2010

**Gloucestershire Training and Enterprise Council**

Investors in People Panel Member 1995 – 2001

Gloucestershire Investors in People Key Champion 1998

**Gloucestershire Environmental Trust Company**

Founder Board member of Environmental Body established to make grants from landfill tax fund 1997 to 2006

**Gloucester City Council**

Vice-Chairman of Environmental Forum 1993 to 2003

**Gloucestershire Local Nature Partnership**

Chair of interim and full board 2012 to date

**Communication and media**

I am a natural communicator and I have a well developed and proven ability to utilise media in support of brand

**Writing:**

Features for GWT Wildlife news 30+ years, Cotswold Life monthly for two years 1980-1982, Living Countryside part work, Lantra Connect articles, Natural World articles, GWT reports including 'Badger Vaccination Deployment Programme', Wildlife in Trust book – chapters on Gloucestershire and Badger bTB,

**Radio and Television:**

TV since 1978 – regional news in South Wales, South West and Midlands, BBC Country File, Cotswold TV, ITV World in Action, ITN News, BBC children's TV, BBC One Show

Radio since 1979 – BBC Gloucestershire and other local radio frequently, R4 BBC Today, R2 You and Yours, Radio 5 Live, R4 Farming Today

### **Social Media**

Twitter, @Gordon\_McGlone

Tumblr, [gordonmcglone.tumblr.com](http://gordonmcglone.tumblr.com)

Blog, [info@GordonMcGlone.co.uk](mailto:info@GordonMcGlone.co.uk) in prep

Blogspot, [gordonmcglone.blogspot.com](http://gordonmcglone.blogspot.com)

Scoopit, <http://www.scoop.it/t/leading-for-nature/curate>

Linkedin, <http://www.linkedin.com>

and metrics [http://klout.com/#/Gordon\\_McGlone/](http://klout.com/#/Gordon_McGlone/)

### **Institutes and Societies**

Member - Institute of Ecology and Environmental Management 1997 to date - MIEEM

Member - Chartered Institute of Management 1993 To date - MIMgmt

Fellow of Society of Biology 2012 to date - FSB

Gloucestershire Wildlife Trust - member

British Trust for Ornithology - member

Royal Society for the Protection of Birds – member

Wildfowl and Wetlands Trust - member

Cam Hopton School PTA - Hon Secretary 1984 to 1987

### **Family and Personal**

#### **Hobbies and interests**

Guitar and Mandolin (badly)

Organic gardening and allotmenting

Fly fishing

Nature