



● Leeds-based commercial law firm Lupton Fawcett has added **David Smyllie** (pictured right, with Lupton Fawcett partner Richard Marshall), who joins as a director of the firm, to its insolvency and corporate recovery department. Previously head of insolvency at Gordons, Smyllie is particularly known for his work in business recovery and advising company directors facing DTI disqualification.

● **Andrew McCourt** is the new general manager of the White Swan in Middleham, North Yorkshire. McCourt, aged 22, is one of the youngest managers in the county's catering industry.

● Magellan Residential has promoted three members of the senior team. **Cheryl Bissett**, who joined Magellan last year as sales manager, has been made associate sales director. **Mark Brookes** was appointed as commercial manager last year and has been promoted to associate commercial director, while moving into the position of associate construction director is **Tony Smith**. Tony has been with Magellan for five years overseeing Magellan's construction work. In a new appointment, **Don Haymes** has been made financial director, taking over from the retiring George Warburton.

● Sheffield-based Strategic Corporate Finance has promoted **Peter Steel** to the position of director. He joined Strategic as an associate director in October 2004 and since then he has achieved a successful track record of advising clients from a wide range of industries on management buyouts and

buy-ins. He has been responsible for the successful completion of many deals throughout Yorkshire and other parts of the UK.

● **Alan Soper** has been appointed as the new managing director of Robinson Architects, taking over from Tony Mobbs, who continues to concentrate his energies in his role as group managing director. Soper, who is the current chair of the Bradford RIBA branch, will run the architects division, which comprises of 36 staff at the group's Shipley HQ, ten in Chengdu in China and a further ten who make up the joint venture Healthcare Design Partnership. Soper joined Robinson Architects in 2000 as design director.

● **Paul Miley** has been appointed managing director of North Yorkshire-based dried pet food producer Burgess Supafeeds. Paul joins the company after 18 years with Mars, where he worked for all three of the company's major groups – pet food, human food and confectionery. Latterly, he was responsible for increasing the profitability of the company's European dried pet food division. Miley is the first person outside the Burgess family to be appointed to a senior management role

On-Demand Solution to Engineer Shortage

With the current shortage of engineers, construction companies are having to offer higher salaries and better training opportunities to attract the best. Couple this with the need to deliver ever faster projects and it is easy to see why minimising the time it takes your highly valuable engineers to do things is of utmost importance?

In the construction sector in particular, change is one of the biggest and most unpredictable project costs, with many clients wanting to make numerous revisions to agreed plans and product specifications, so your engineers need time available to deal with this.

Effective ways to make more time for this and other 'out of your control elements' is to look at how your existing processes can be optimised / improved and see where there are bottlenecks, inefficiencies and wasted time that simply cannot be afforded any longer.

Properly documenting your existing processes and procedures is one of the best ways to free up time, allowing not only you and your team leaders, but everyone in your business the opportunity to quickly learn and understand why your process needs to be followed for the benefit of your business and the client.

Why when you find an error in a process and 'design it out' does it merely reoccur again later with new people joining or even within the same old teams? A simple, pictorial interface that gives new staff a quick and clear understanding of a process is far better than a user manual that never really gets used.

On-demand process solutions can bring your processes alive to new staff and just as importantly to you and your business!

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