

PAUL C. GIBSON

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PROFILE

I am a high energy, results driven individual with over 20 years' international and New Zealand experience as a business owner/manager, coach, consultant, contracts and project manager and entrepreneur, having held a range of different positions within Business, Construction and Service related industries allowing exposure to a broad spectrum of experience.

My passion is coaching, leading, developing and streamlining business, and their individual units end to end, having management experience with different cultures at all levels. Skilled in financial management, facilitating change, change management and strong at coaching and consulting, negotiating, sales and marketing, building strategy, teams and relations.

EDUCATION & PROFESSIONAL DEVELOPMENT

Coach Masters Academy	ICF Accredited Transformative Coaching (ACC)	2018
The University of Auckland	Executive Education – Contract Law	2015
The University of Auckland	Executive Master of Business Administration (MBA)	2013-2015
Massey University	Diploma in Technology, Civil Engineering & Business	1993-1994
Massey University	NZCE, Civil Engineering	1987-1990

CAREER SUMMARY

MANAGING DIRECTOR – OWNER

2018-PRESENT

Business Tree Consulting, LLC – Business Coach and Consultant

Business Tree provides business coaching and consulting services collaborating with small to medium size enterprises (SME's) and private enterprises in the Service and Construction sectors, supporting clients throughout New Zealand.

Business coaching and consulting is a professional service whereby a business coach facilitates a process that helps guide and support business owners and managers drive change into their business – making it perform better. Business coaching brings your skills and experience as a business owner together with a business coach in a structured process – with a clear focus on making progress on achieving results.

My role, once goals are in place, is to make sure that you as business owner continue to make progress against your goals. The strength behind the business coaching provided by Business Tree comes from a foundation of self-employed, entrepreneurial experience and taught business knowledge.

Business Tree provides a service that will help you make the right changes to your business. It's very important a structured business coaching process is followed and systems and tools to make sure your coaching experience achieves results.

BRANCH MANAGER - WELLINGTON

2017-2018

Turfrey, Wellington

Turfrey is a professional New Zealand construction trades and services company that carries out new and service works to commercial and domestic clients, including roofing, plumbing, drainage, gas fitting, heating, fire protection and seismic joint services, currently employing a full-time team of 15 in Wellington and 120 staff North Island wide.

Established new branch in Wellington with Turfrey expansion. Role to set-up and manage all area administration, staff for construction and service requirements and oversee projects. A diverse and challenging role working with tier 1 contractors and sub-contractors, taking accountability of region to adopt a short and long-term strategy for the branch and operationally, while managing and delivering roofing, seismic and plumbing projects. Key clients ranging from small installs to New Zealand's biggest construction companies growing first year revenue to \$5M in commercial projects.

Roles and Responsibilities:

- Leading, motivating and mentoring individuals and teams
- Financial P&L responsibility and branch control, risk and branch strategy and management
- Due diligence and integration of systems and processes
- Negotiations and contract management
- Operational management, productivity and planning
- Relationship management, identifying and understanding customer and vendor needs
- Logistics coordination
- Project team management
- Health & Safety resource planning management and compliance
- Maintaining branch culture and brand
- Identifying business opportunities, new business development, marketing, sales and account management

CONSULTANT – CHANGE MANAGEMENT

2016

Four Seasons Colorado, LLC (USA)

Providing professional change and financial management advice and direction to new owners and investors. Leading change after selling company concentrating on transition of management and staff, existing business process and modes of operation, systems, construction projects, management projects, sub-contractors, vendors, services and resources according to industry standards, local practice and new company strategy. This resulted in a reduction in risk to new owners and seamless changeover to significantly reshape new company and direction.

CEO/MANAGING DIRECTOR – OWNER

1995-2016

Four Seasons Property Management & Landscaping, LLC (USA)

Professional commercial and residential landscape construction and property management company with industry expertise and resources to complete large, high-end projects regardless of complexity. Four Seasons.

built strong relationships over the years with architects, engineers, contractors and reputable suppliers, to allow us to offer a full range of services in the mountain regions of Colorado. Specialising in project management, design, civil works, excavation, demolition, drainage, retaining walls, water features, ponds, hardscape, concrete work, irrigation, tree and shrub installation, along with property management and maintenance requirements for all projects.

Roles and Responsibilities:

- Leading, motivating and mentoring individuals and teams
- Developing and implementing business strategy
- Financial, risk and business management, budgeting, forecasting and analysis, while looking at issues from a macro standpoint making business decisions with financial impact
- Identifying business opportunities, new business development, marketing, sales and account management
- Due diligence and the integration of systems and processes
- Maintaining company culture and brand
- Negotiations and contract management

- Operational management and planning
- Relationship management, identifying and understanding customer needs
- Logistics coordination
- Project team management
- Human resource planning management and compliance
- Ensuring information technology for relevant business software and online tools align

Business Story:

- In 1995 working in Aspen Colorado, USA. I securing a major construction contract, enabling me to start a construction and property management company. Founding Four Seasons and starting with 10 employees, tasked with project managing and developing everything — from marketing to accounting, operations, procurement and finance.
- Subsequently, through the late 1990's and 2000's concentrating on growing the business through targeted marketing increasing revenues, while also being client/contractor point of contact, and project managing various jobs. Hiring people in senior management support roles growing a more successful company, to lead 65 full-time employees with company gross annual revenues of approximately \$15M NZD, an average contract size of \$125K NZD and projects ranging from \$25K NZD to \$10M NZD.
- In 2010 my role changed to a more traditional CEO/Managing Director, still acting as client/contractor point of contact and overseeing project managers, but focusing more on strategic, financial and risk management, sales and marketing objectives while directing key employees to continue ongoing success through structured planning - developing business strategy, marketing/sales, maintaining company culture and brand, looking at issues from a macro standpoint firmly establishing Four Seasons as a leader within the construction and property management/maintenance market.
- In 2011 changing role once more, when relocating family back to New Zealand restructuring the business to act as CEO/Managing Director in a remote capacity, travelling back to the USA for key project management, client, contractor and employee engagements while continuing to manage business, financial portfolio and completing an Executive MBA at The University of Auckland, until acquisition in 2016.

Completed Projects in previous roles:

During my career, I developed a strong projecting background and have completed approximately \$250M NZD in projects in the following areas.

- Residential Construction projects
- Commercial Construction projects
- Maintenance/Service applications
- Property Management projects

A Few Key Achievements:

- Integration in 2003-2004 of financial systems and process to better run business. Through industry software developed around standard operation procedures, financial and business controls at specific junctures to understand, track and control project costs, time, production and profitability. Instigated systems, functions and support to manage company more efficiently and effectively. Resulted in improved control in key areas focusing on clear roles and responsibilities, work flow, efficient processes and systems aligning behaviours which enabled the implementation of our long-term strategy, identifying risks, anchoring the business direction, culture and environment for growth.
- Lead successful opening of second branch location in Telluride Colorado in 2004, attributable to market demand for our services, while also being client contact for an award-winning construction project. This resulted in further growth of company and improved revenue and profit.
- Successfully lead and navigated business through extremely difficult years of GFC (Great Financial Crisis 2007-2010) with long and short term strategic goals reducing capital expenditure and risk, but maintaining revenue and profit margins on projects and company-wide profit. This resulted in greater

market positioning of company once economic cycle improved spring boarding growth and profitability.

- Restructured company in 2011 through change management with key personnel and reporting systems to enable my role as CEO/Managing Director to be maintained remotely, while continuing strategic and financial objectives set out for company. This resulted in improving leadership role, strategy, accountability and company communication.

ASSISTANT ENGINEER

1990-1993

Wellington City Council – Civil/Drainage Department

ENGINEERING INTERNSHIP (Part-time)

1987-1989

Holmes Consulting, Wellington - Structural/Civil Engineering

PERSONAL INTERESTS

Family	Enjoying the outdoors, fishing, boating and diving or simply backyard activities with family indulging in my love for sport and new places
Coaching	Business Mentors New Zealand – Volunteer work consulting SME business owners with a greater ‘business’ understanding, leading to improved financial management, processes, systems and overall profitability and control.
Rugby	Represented Wellington and USA Help coach my children’s local U12, U11, U10, U9, U8, U7, U6
Touch Rugby	Help coach my children’s local Competition U,12, U11, U9, U7, U6
Cricket	Help coach my children’s local U12, U11, U10
Volunteer work	Coaching/Consulting, Local School, local gym, rugby and cricket clubs