
From: Reynolds, Steve
Sent: 04 February 2007 11:17
To: Ayres, Greg
Subject: Edinburgh Commitments

Greg

In advance of our call today and meetings tomorrow I've mapped out a schedule for the next couple of months to show my commitments and to determine how much time I could readily make available to apply the additional effort required to recover the Edinburgh position. I've also mind mapped a set of key areas of responsibility which are currently consuming my time and which will continue to need significant input going forward. To my mind the message is fairly clear. That whilst I can certainly jump in and direct a rescue process there is no way I can be sold to the client as full-time available in Edinburgh., This I have already spoken about with Matthew. I can certainly devote a good part of my time over the coming month to ensure we're properly positioned during the key presentations to the client and I can also take charge of our own commercial recovery initiative. But as we move through March things become increasingly congested and if we're to succeed on the P&E and PM service line objectives and also bring some sanity to the CDC related issues I'm going to have to make sure I spend enough time in those areas.

On top of this I believe we're now at the point where we need to be planning for a restructured Rail business. I think we need to be managing Mike out of the BUD role and looking very closely at bringing in new blood, attending to the serious business development issues, and raising our game. One solution would be for me to take charge of that initiative, working closely with you to drive forward the required change.

Taken together and looking at the immediate need to stabilise Edinburgh I wonder whether there's a picture we can paint of me coming in to take charge at a senior level; carrying the process through the next month /six weeks; and then re-introducing Mike in the PD role once he has completed his tasks on Copenhagen. In the event that the position on Edinburgh is readily recoverable then there'll be no need for anything like full-time from my input and equally Mike would be able to pick up the reins again fairly easily. If the position is serious then I have to be prepared to step in as the person to take charge of stabilising things but then it's only right and proper that Mike should be made to attend to the problems which have been allowed to fester.

Steve



Next 9 Weeks.xls



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