

LEE SCHOPP cDir, ACA

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PROFILE

Accomplished Chair and Non-Executive Director with 10 years' experience working on Boards of regulated Financial Services companies as well as family businesses both in actuarial consulting and B2B software services

Committed to developing clear purpose and through that long term strategy and value creation. Constructively supports and challenges executive teams to ensure full alignment of execution with strategy. Considers views from all stakeholder perspectives and specialises in putting customers first.

Extensive governance experience through Chair of audit and risk and Senior Independent Director roles operating through times of transformation and being a calm, reasoned voice in times of crisis.

A reputation for professionalism and integrity with excellent interpersonal skills, has mentored Executives and supported new Non Executives onto Boards. Ability to influence change through collaborative working and a highly respected member of Boards.

Proven, 20 year, executive track record of success gained as CEO, CFO and COO within a wide variety of businesses from mutual financial services firms through to complex, multi-site and multi-cultural international conglomerates. An engaging and pragmatic leader, with a proven track record of growth and success. This can be evidenced across distribution strategies, digital transformation, financial acumen and offering clear direction.

BOARD AND NON EXECUTIVE DIRECTOR EXPERIENCE

Skills: Strategy, Governance, Consumer Focus, Digital Transformation, Calm reasoning

Aug 2016 to current Metropolitan Police Friendly Society (Mutual investments and insurance: T/O £50M, AUM £300M)

Senior Independent Director, Chair of the Audit Risk and Compliance Committee

- Leading voice on Board to ensure the Society has a credible strategy which included bringing in a whole new management team including CEO and diversifying the product range. This has led to a sustained period of growth and membership being at record numbers.
- Specifically asked by Board to oversee IT Transformation project due to my previous experience in this area. Guided executive team through from inception to KPI's/reporting and on ultimately on time and on budget completion.
- As SID, being the voice of the member and taking a leading role in implementation and ongoing compliance with the Consumer Duty.
- As chair of ARC have overseen change of external and internal auditors. Also supported change in approach to risk management and ensured renewed focus on areas such as operational resilience and cyber security.

July 2020 to March 2023 OAC plc (Actuarial consulting, T/O £5M)

Chairman

- Appointed as the first independent Chairman thoroughly modernised the Board and management allowing for a successful sale to new PE backed owners securing the future for all staff and a legacy for the owners.

April 2023 to current Software Alliance Limited (Software development, T/O £2M)

Chairman

- Brought in due to my experience in driving the changes required for a third party sale.

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PROFESSIONAL EXPERIENCE

October 2020 to current **CFO Centre Principal**

Part Time CFO to SME's

- Working as a consultant and part time CFO and business coach to mentor SME's through times of change or crisis and helping the owners achieve their goals. Currently work with 3 local firms including a Housing Association where I have introduced financial stability and brought them out of special measures within a year of engagement.

Aug 2010 to May 2020 **British Friendly Society (Mutual Insurer: t/O £15M, AUM £100M)**

CFO and interim CEO

- Grew British Friendly from an almost dormant company into the 5th largest writer of income protection insurance in the UK (from almost zero to 750 new policies per month) without changing the core culture of putting members first and working with underserved sectors of society.
- Modernised all aspects of the firm including the Board, finance and risk functions.
- Developed concept of Mutual Benefits, this became a sector leading and envied way of bring a modern mutual to life. Grew membership base from 13,000 to 30,000.
- Led team to develop new customer journey putting members at the heart of it rather than focused on sales.
- Thought leader in aligning generation of capital with how it is distributed in a mutual organization.
- Ensured all new product launches brought in on budget and time including major IT implementations and fundamental redesign of distribution model.
- Personally led implementation of Solvency II with minimal external support ensuring full compliance at low cost.

1999 to 2009 **Tata Technologies (formally INCAT) (Engineering Services Outsourcing T/O £250million 4,000 employees.**

From company accountant to European COO

- Key part of management team that grew INCAT into a global engineering company, floating on AIM and then ultimate acquisition by the TATA group
- Full P&L responsibility for Europe, with £80M revenue.
- Personally led 3 fold increase in UK revenue and led major contract negotiations with JLR.
- In charge of Europe, led both commercial and cultural integration with Tata.
- Consistently promoted up from company account to European COO due to my ability to deliver on results.

Previously worked for both PKF and PWC in accounting practice and audit both in the UK and internationally across a broad range of clients. Have also led a consortium of investors in setting up a community focused microbrewery.

EDUCATION AND QUALIFICATIONS

- Awarded IOD New Chartered Director of the year 2015
- Chartered Director first time passes 2014 (including courses in role of NED)
- ACA first time passes 1995
- Bsc (Hons) Mathematics Southampton University 1992
- 4 A Levels, 11 O Levels