

**CONTACT INFORMATION**

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**ACADEMIC AND PROFESSIONAL QUALIFICATIONS**

Graduate of Cambridge University, United Kingdom, BA 1961 MA 1966  
Sidney Sussex College 1958-1961  
Department of Economics, Economics Tripos Part II  
Department of Engineering, Mechanical Sciences Tripos Part I  
Fellow of the Institute of Chartered Accountants, England and Wales, ACA 1965 FCA 1975  
Articled with Coopers and Lybrand, London 1962-1965  
Continuing Professional Education  
Focus on management analysis, information technology, development economics,  
systems and process analysis, strategic planning and change management

**PROFESSIONAL EXPERIENCE**

More than eighteen years of highly successful pro-active profit improving professional and line management experience. Experienced working internationally in different cultural environments with different legal and institutional arrangements. Experienced in reorganisation and productivity improvement implementation. Also experienced in working with the public sector as consultant and advisor in economic and financial aspects of national reform. In depth knowledge of recent developments in change methodologies.

**International experience.** Mr. Burgess has worked professionally in over 40 different countries, mainly in short term assignments. His native tongue is English. He has good knowledge of French. He has worked in environments where the primary language has been Spanish, Portuguese, Arabic, Russian, German, Afrikaans, Lao and Thai. Mr. Burgess has a good understanding of cultural differences and appreciation of religious and ethnic history.

Factory management and productivity. During a company restructuring exercise, Mr. Burgess held the position of VP Manufacturing at Southern States Inc. a company producing air-break switches for the electric utility industry. He was responsible for a major reorganisation of the manufacturing processes to improve productivity including its foundry operations. Mr. Burgess had the design processes changed to reflect the technical facts of production costs rather than traditional and inappropriate allocation of costs. The decision data for marketing strategy, product design and pricing was changed to reflect technical costing and potential profit contribution. The productivity performance of the company remained a benchmark for several years after Mr. Burgess left the company. Mr. Burgess was involved in materials flow analysis in the iron and steel and heavy engineering industry. He was responsible for a complete change in manufacturing philosophy at consumer products manufacturer Aerosol Techniques Inc. that enabled production management to optimise productivity associated with the highest element of cost. At Gulton Industries he carried out a series of cost and productivity studies in connection with reorganising the company's product line and manufacturing facilities.

Human resource management. Mr. Burgess has been involved with corporate administration as well as manufacturing line management and company reorganisation. In these roles, Mr. Burgess

had to deal with the people issues in the best possible way for company and staff. Mr. Burgess has worked in several union environments, as well as overseas where the rules and regulations regarding personnel administration are very different from the United States.

**Corporate strategy.** Mr. Burgess has worked on corporate strategy as an internal advisor and staff member and as consultant. He integrated the annual corporate budget process at Aerosol Techniques with the longer term strategic direction of the company. He did the same thing for Gulton Industries as an integral part of a major restructuring and profit turnaround. A similar process was implemented at Continental Seafoods in a very different industry with the international dimensions.

**Strategy and policy analysis.** Mr. Burgess has researched global strategy for more than 50 major corporations for the publication Directions Intelligence. He has also researched technology trends in a variety of industries, some of which were published by International Resource Development.

**Mergers and acquisitions, privatization.** Mr. Burgess has been involved with corporate mergers and acquisitions throughout his career including the identification of possible acquisition candidates, valuation and negotiation. He has a reputation for being an accounting realist while taking into account the unrealised earnings potential of key staff, technical knowhow and market position. Mr. Burgess has worked as a privatization advisor with the World Bank on valuation of the state enterprise portfolio in Laos, and has done valuation work in several other countries in Africa, Central America and South Asia.

**Construction management.** Early in his career Mr. Burgess worked on large scale construction involving steel mills in several countries in Europe as well as South Africa, India and Australia. He also worked on pulp and paper mill construction projects in Canada and the United States. Mr. Burgess combined his knowledge of engineering and accounting to introduce innovative ways to achieve effective timely cost control for large scale construction projects. Mr. Burgess has had oversight or consulting responsibility for factory construction in several developing countries including food processing in Nigeria and El Salvador and textiles in Madagascar and Mauritius.

**Government and public sector.** Mr. Burgess has been an advisor on government and public sector reform with emphasis on planning, budgeting and financial management. Mr. Burgess has a leading role in the preparation of the first development plan for Namibia after independence. He has advised on development planning, aid coordination and resource mobilisation in many countries including Mozambique, Malawi, Ethiopia, Lesotho, Nigeria, Liberia and Afghanistan, often in connection with emergency situations. He has worked on government financial systems at the central and ministry level in Barbados, Kazakhstan and Sierra Leone and has done consultancy on project level accounting, management analysis and oversight monitoring in Nigeria, Benin, Ghana, Liberia, Pakistan, Lesotho, Mozambique. He has done organization analysis at the ministry level, in the parastatal sector and for training institutions in Mozambique, Cote d'Ivoire, Mauritius, Laos, Madagascar, Mali. He has done sector analysis in many countries in Africa, Asia, the Middle East and the Americas.

**Training advisor.** Mr. Burgess advised the African Development Bank on its training needs following an in depth study of the ADB organizational structure and operations. He has advised

on training needs in the public sector in Lesotho and Mozambique. He designed a training programme for a parastatal enterprise in Nigeria and was engaged to participate in staff training for a private sector group based in Madagascar and Mauritius. Mr. Burgess has implemented formal staff training and on-the-job training in connection with almost all of the assignments referred to below.

**EMPLOYMENT HISTORY**

1997 to present Change Institute  
Senior advisor

1995 to 1997 KPMG/Barents Group LLC  
Specialist in Government Accounting and Information Technology

1994 to 1995 Change Institute  
Senior advisor

1978 to 1994 Burgess Management Associates  
International financial and management consultant

1974 to 1978 Continental Seafoods Inc.  
Vice President Finance and International Controller

1970 to 1974 Gulton Industries Inc.  
Budget Manager, Gulton Corporate.  
Division Vice President and Controller, Southern States Inc.  
Manufacturing Vice President, Southern States Inc.

1967 to 1970 Aerosol Techniques Inc.  
Corporate budget officer, acquisition analyst,  
Division controller, subsidiary vice president

1966 to 1967 H.A.Simons Ltd.  
Project budget analyst  
Field accountant, project implementation team

1962 to 1966 Coopers and Lybrand  
Articled clerk. Audit and financial analysis

1961 to 1962 Davy Ashmore Group  
Project engineering, production management, cost analyst