

MY ONE PAGE PROFILE



Andrew Pickervance (he/him)
Director Finance

What people appreciate about me...

- I'm reliable, conscientious, and supportive
- I'm trustworthy and have integrity
- I remain calm in a crisis
- I'm optimistic and solution focused
- I'm friendly and approachable
- I'm open to thinking about things differently
- I'm open to constructive criticism and I'm continually looking to improve

What's important to me...

- Supporting my family. I'm a husband and father of three. Their happiness and wellbeing are my key priority.
- Adding value and making a difference at work and at home, and that I make at least one positive contribution a day.
- That all my colleagues know they have my support and can contact me for that at any time.
- To stay on top of my workload, to remain organised, ensure deadlines are being met and I don't let anyone down.
- Doing the right thing for the right reason – even when that's difficult.
- That my own performance and the performance of my team continues to improve and develop.
- The communities we support at work and my local community.
- Wellbeing – I'm a type 2 diabetic, so daily exercise and a healthy diet help keep my blood sugars low.
- Sport, film and music.
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How to support me well at work...

- I don't like surprises – tell me if something's going wrong sooner rather than later.
- Come to me with ideas for solutions, not only problems.
- I'm generally a reflector – it's better for me to have a little time to think about something, even if just five minutes. It helps me offer a more considered opinion.
- Be open and honest with me, help me understand what's important to you and the outcome we need to deliver.
- Meet any commitments you've made to me – or let me know that you can't as soon as possible.
- If there's an issue with my performance or that of my team, please provide the necessary feedback.