



Coventry and Warwickshire

Champions



Adam Dent, Advent Communications

@CWCHAMPIONS

#ChampsMay

www.coventry-warwickshire.co.uk



Coventry and Warwickshire

Champions



@CWCHAMPIONS

Catherine Mallyon- Executive Director of the Royal
Shakespeare Company



@CWCHAMPIONS

**Ciaran Norris, Director of the
RISING Global Peace Forum**

**RISING
GLOBAL
PEACE
FORUM**

What is RISING?





**RISING
GLOBAL
PEACE
FORUM**

Coventry
University 


Coventry City Council

 COVENTRY
CATHEDRAL



CENTRE FOR
TRUST, PEACE
& **SOCIAL RELATIONS**



**RISING
GLOBAL
PEACE
FORUM**



Foreign &
Commonwealth
Office



**CHILD
SOLDIERS**
INITIATIVE



BIRMINGHAM • COVENTRY • DUDLEY • SANDWELL • SOLIHULL • WALSALL • WOLVERHAMPTON

**RISE
GLOBAL
PEACE
FORUM**

Why Coventry?

- Legacy of peace and reconciliation
- City of 'makers', doing something constructive
- Reputation of challenging injustice
- Ideally located for bringing people together
- Home to two leading universities and a world-class peace centre

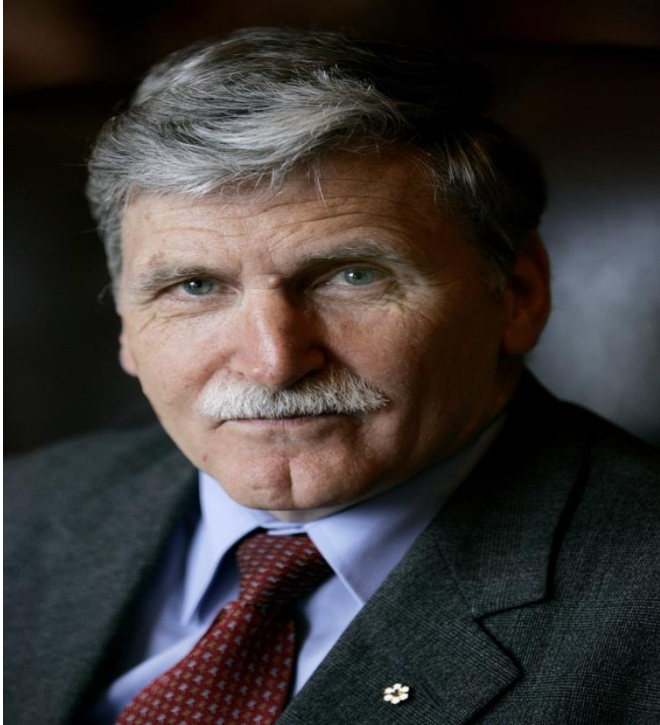
Coventry²⁰²¹
UK City of Culture bid

**RISING
GLOBAL
PEACE
FORUM**

Why it matters

- Totally unique set-up; no other conference brings together policy-makers, thought-leaders, academics, affected communities and the media with the public
- Bringing global issues to local people
- Integral to the City of Culture Bid, but will last well beyond 2021

RISING16



Lt Gen Romeo Dallaire

- Former UN peace-keeping force commander in Rwanda
- Author of Rwanda memoir 'Shake Hands With The Devil'
- Founded the Child Soldiers Initiative

RISING16



Tania Bruguera

- Award-winning performance artist
- Detained by the Cuban Government
- Focuses on themes of power and control

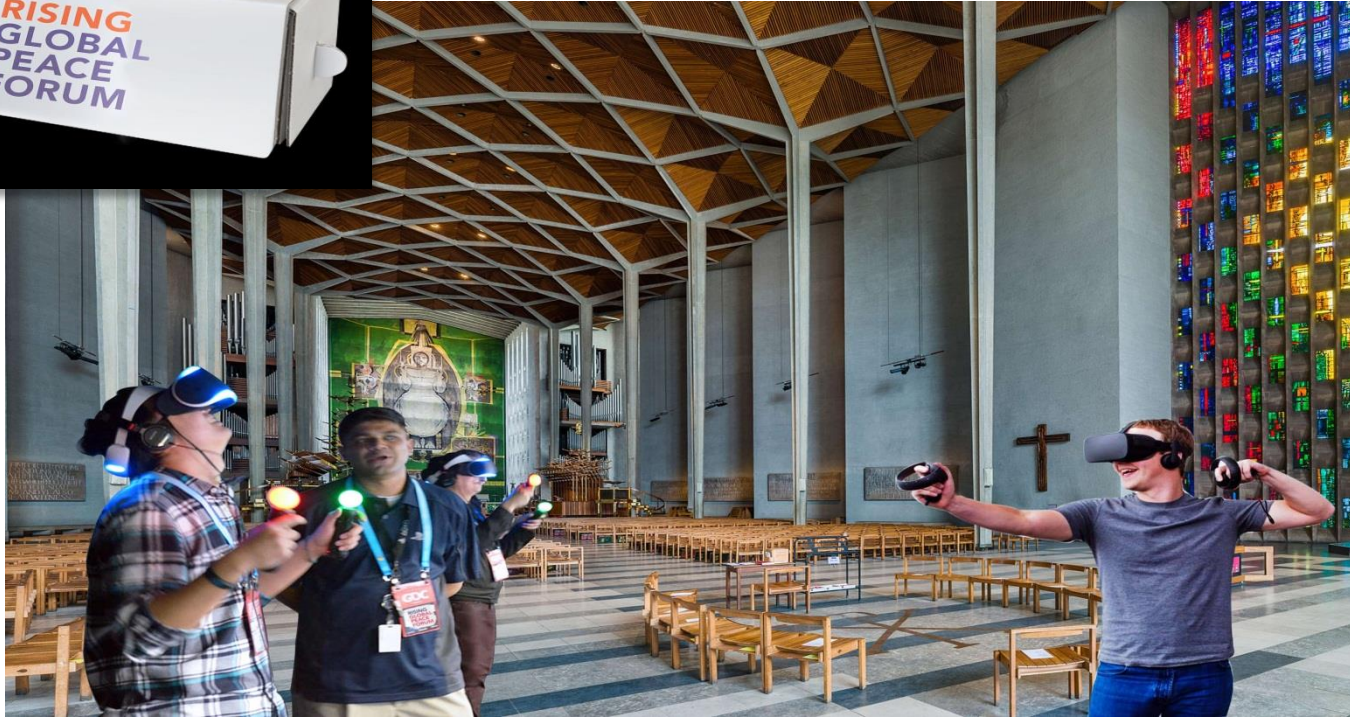
RISING16



Malala Yousafzai

- Youngest-ever Nobel Peace Prize laureate
- Champion of Girls' Education
- Founder of the Malala Fund
- Lives in Birmingham

IMMERSIVE Storytelling



**RISING
GLOBAL
PEACE
FORUM**

IMMERSIVE Storytelling



**RISING
GLOBAL
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FORUM**

A Growing Peace Forum



- First RISING event outside Coventry, RISING Stormont, will take place in Belfast in October

Truly Global



UNIVERSITEIT
STELLENBOSCH
UNIVERSITY



Yale University

- RISING Yale, USA
- RISING Kadir Has, Turkey
- RISING Stellenbosch, South Africa



**RISING
GLOBAL
PEACE
FORUM**

Become part of the story



- Complex stories, simply told
- Tell your story to a one-of-kind audience
- Join a growing group of partners
- Honesty. Openness. Impact.

RISING.ORG

**RISING
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PEACE
FORUM**

PROVOKING PEACE

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Sharon Redrobe, CEO of Twycross Zoo



Sharon Redrobe

The journey so far!

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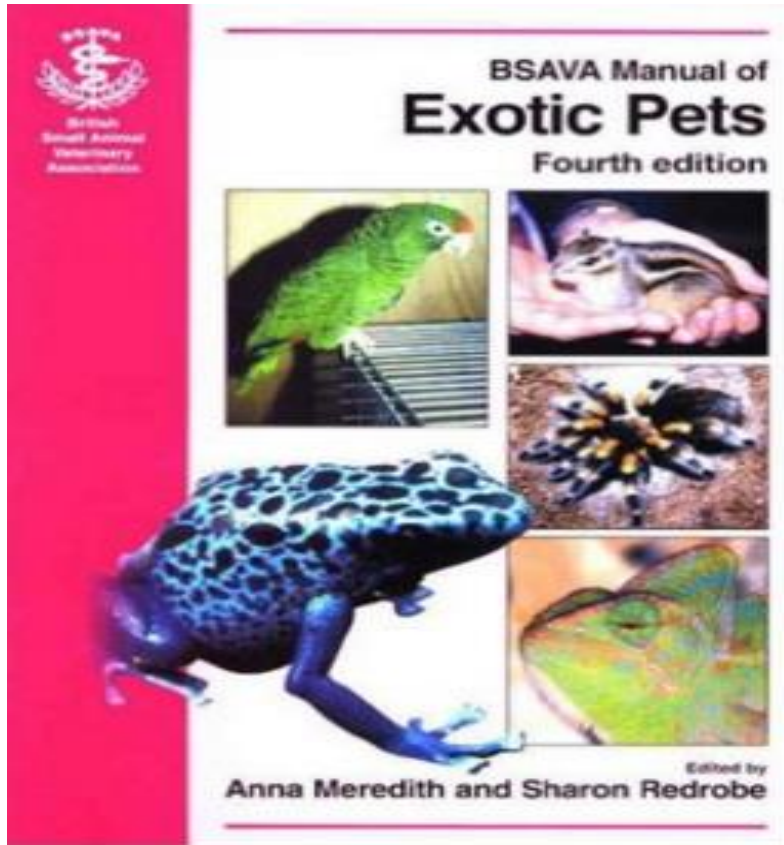
Jane Goodall – my hero

chimpanzees, science, & saving the planet



In July 1960, at the age of 26, Jane Goodall traveled from England to what is now Tanzania and bravely entered the little-known world of wild chimpanzees. She was equipped with nothing more than a notebook and a pair of binoculars. But with her unyielding patience and characteristic optimism, she won the trust of these initially shy creatures, and she managed to open a window into their sometimes strange and often familiar-seeming lives. The public was fascinated and remains so to this day.

My first book - 1996



Sharon Redrobe 25,44

BSc BVetMed

CEO

Twycross Zoo · CEO

OVERVIEW

CONTRIBUTIONS

INFO

STATS

RG SCORE

Show your career's best

Use your profile overview page to present yourself and your research. Customizing your profile is the best way to show your peers what you've been working on, create exposure for your current projects, and start building your network.

46

PUBLICATIONS

2k

Reads

360

Citations

54.15

Impact Points

[View stats](#)



Add your unpublished work to your profile

Start gaining visibility and citations for unpublished work by adding research such as working papers, methods, and results to your profile.

[Upload unpublished work](#)

FEATURED PUBLICATIONS



Chapter: **Pelecaniformes (Pelicans, Tropicbirds, Cormorants, Frigatebirds, Anhingas, Gannets)**

Sharon Redrobe

0

Reads

0

Citations



Article: **Simian Immunodeficiency Virus Infection of Chimpanzees (Pan troglodytes) Shares Features of Both Pathogenic and Non-pathogenic Lentiviral Infections**

Edward J D Greenwood · Fabian Schmidt · Ivanela Kondova · Henk Niphuis · Vida L Hodara · Leah Clissold · Kirsten McLay · Bernadette Guerra · Sharon Redrobe · Luis D Giavedoni · Robert E Lanford · Krishna K Murthy · François Rouet · Jonathan L Heeney

75

Reads

0

Citations



Article: **SUMMER and WINTER VITAMIN D3 LEVELS in FOUR LEMUR SPECIES HOUSED at A BRITISH ZOO, with REFERENCE to UVB LEVELS**

Rowena Killick · Richard Saunders · Sharon P Redrobe

Bristol Zoo - Head Vet 1999-2010



World first gorilla
fertility treatment
Baby Namoki born
February 2005



Cameroon



My first time working in Africa 2001 Rescuing illegal pet chimpanzees







Ape Conservation in Africa

Wild gorillas and chimpanzees are on the brink of extinction. Habitat loss and poaching threaten these magnificent animals like never before.

Ape Action Africa is committed to ape conservation in Africa - protecting Cameroon's great apes through direct action, including rescuing orphaned gorillas, chimpanzees and monkeys, giving them a safe forest sanctuary home where they can live with their own kind.

Thinking of volunteering?

We need volunteers all year round to help us care for our infant chimps and monkeys which includes preparing their food, cleaning their overnight sleeping area and helping with construction. We are particularly short of people this summer because of cancellations so if you are over 21, passionate about primate conservation and would be happy working hard in the hot and humid African rainforest, why not find out more about our volunteer programme?



In the photo, one of our volunteers, Mark Beverstock, is busy helping our team build a climbing frame for our infant chimps.

PLAY VIDEO



TAKE
ACTION!
DONATE
NOW

'More than a vet'... team developing 10y strategic plans & a new £70M park 1999-2010



Strategic Plan
2008-2018

Bristol, Clifton and West of England
Zoological Society Limited



National Wildlife Conservation Park, Bristol

Client Bristol Clifton and West of England Zoological Society Ltd
Budget £30-40m (Project)
Period 2005 - 2010

The National Wildlife Conservation Park near Bristol will be the first conservation-led animal development of its kind in the UK - an exemplar for 21st century sustainable zoos. In recognition of the special qualities of the landscape at the site, a landscape-led Masterplan by CBA has been developed that respects the historic and ecological values of the site, as well as providing an iconic, world-class visitor attraction. This combines an existing fun experience with education and the serious messages of conservation and environmental sustainability. CBA also coordinated the EIA for the successful planning application. It is



Masterplan - the first conservation-led animal development of its kind in the UK Copyright © CBA

News Practice What We Do **Projects** Contact

Public Realm Development Regeneration **Leisure Destinations** Infrastructure Environment Heritage International



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Quick stop at start-up dept as Assoc Prof 2010 – 2012





Twycross Zoo CEO from 2013

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Taking the hot seat - finally



I want every little girl who is told
she is **bossy** to be told she has
leadership skills. ~Sheryl Sandberg



Only zoo in UK with all types of great ape

Only 1 of 4 zoos in world

Still my passion



Founded 1963, but got stuck
.....by 2012

Losing c£1million a year

Falling visitor numbers

No money for capex

No plan

Poor morale / staff turnover

Met my hero for a coffee!!



Dame Jane Goodall

How to create a
world class
conservation
zoo...from a failing
local zoo



Skills and Training: each year

200
STAFF

2
apprentices

100
vet students

89
WORK
experience

62
Volunteers

TZ can help deliver UK Government targets

Science
Technology
Engineering
Maths

Increasing the supply of STEM skills



14th March 2014



A new CBI report *Engineering our Future: stepping up the urgency on STEM* calls for action to increase the UK's STEM skills base. As the economy rebalances towards manufacturing, investment and exports, major growth sectors need confidence that the supply of skilled people grows with their businesses in the years ahead.

[->Read Engineering our Future: stepping up the urgency on STEM](#)

To increase the pipeline of STEM skilled workers we must ensure that the value of STEM-related qualifications and jobs are better showcased and more routes into these careers are created, especially for women who are poorly represented in many STEM fields. We need to tackle both long and short-term demand by retraining existing workers, creating more apprenticeships and ensuring that our education system supports young people to study STEM subjects.

Zoo Careers = science careers

'it's not just shoveling poo you know'

Current visitor profile: all inclusive and growing

- 50% visitors from within 25 miles
- 50% from all across the UK
- Young, old, families, adults

Current visitors per year = 500,000

Catchment area = 20 million

Capacity = >1 million pa



SO....teaching the staff to be a team ...

At a 50 year old zoo

Competency framework – fully embedded

- Decent HR is vital!
- Culture change is hard
 - ‘but we’ve always done it like this’ = stagnation
 - ‘listen love....’ – stop everyday sexism
 - ‘management says’ – one team
 - Zoo team vs commercial team – one team please!

Making hard decisions



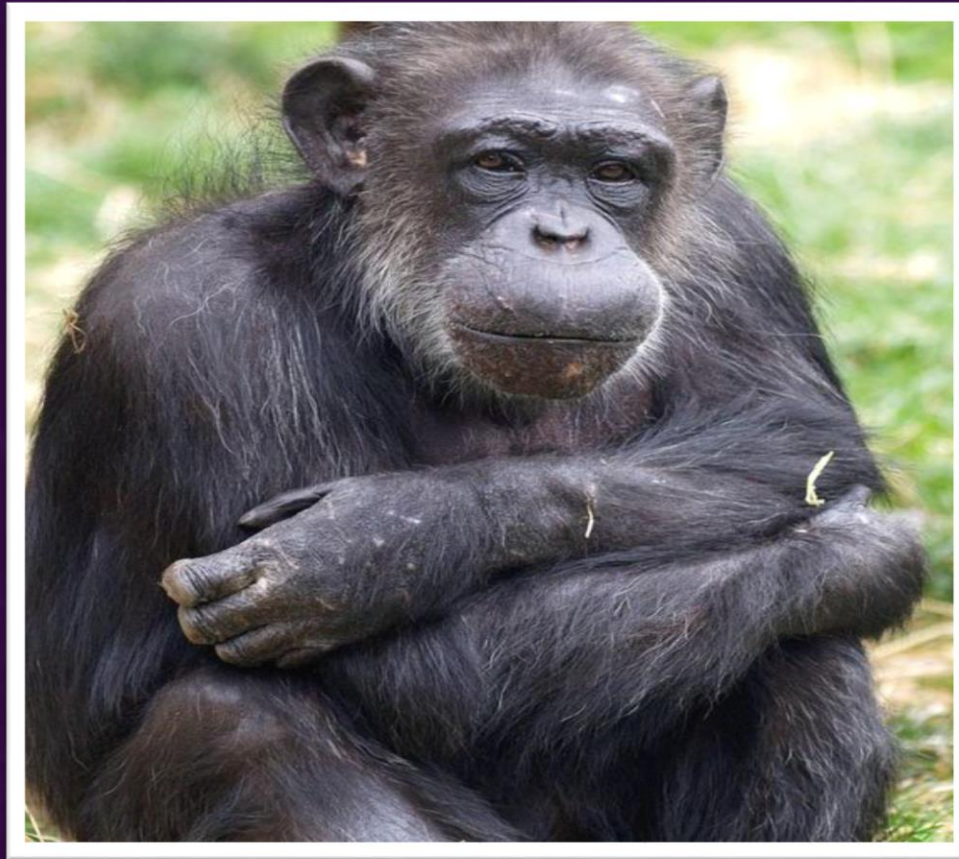
What doesn't kill you
makes you stronger...

Except for bears...
Bears will kill you.

 crosscards.com

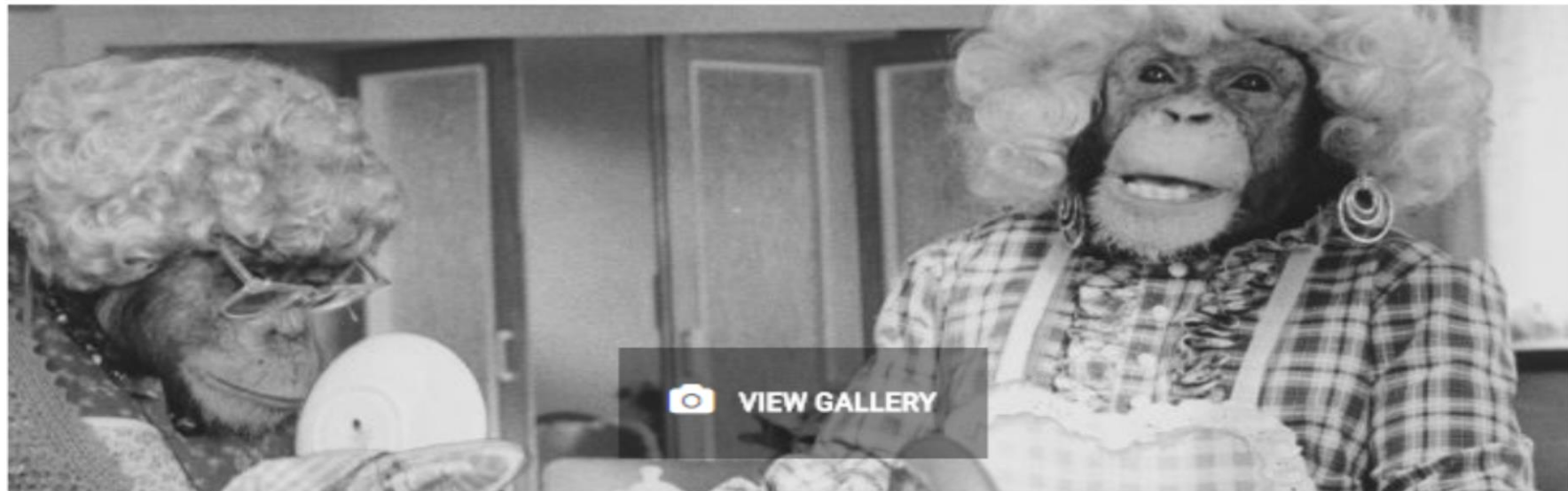
Making change means 'being controversial'
if it means doing the right thing





Twycross Zoo boss says chimps should never have been used in PG Tips adverts

By [Leicester Mercury](#) | Posted: January 15, 2014



Sharon continues "As with any area of science, our understanding of animal behaviour and welfare is constantly evolving. In the past people didn't fully appreciate the long term impact of using primates in this manner. Simply put, people didn't know any better and didn't understand the harm they were doing to the animals by raising them around humans; those chimps then find it very difficult to live with their own kind when they eventually become too dangerous to be with humans anymore. Chimpanzees should never be kept as pets or entertainment in this day and age. That is why it's unacceptable that in 2014 Hollywood are still using young chimpanzees in movies.



© Paramount Pictures

The TV star learning to be a chimp again

THERE WAS great excitement at Twycross Zoo in Leicestershire the other day when a curmudgeonly old chimp called Choppers joined in a grooming circle in the chimpanzee enclosure.

By **DOMINIC MIDGLEY**

PUBLISHED: 00:01, Sat, Jan 18, 2014



FITTING IN: Compers allows herself to be groomed by another Twycross chimp [PH]

It was the latest sign that the 42-year-old ape might finally be adjusting to life with her own kind after being reared by humans and turned into an unlikely TV star in the 1970s.

Changing attitudes...and staff

- Managing turnover and morale
 - Some depts >50% turnover – be brave!!
 - Finance, IT, keepers
 - Morale / staff satisfaction survey
 - now highest

The TV star learning to be a chimp again

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SHARE  TWEET     



FITTING IN: Compers allows herself to be groomed by another Twycross chimp [PH]

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Staff comms and team work



Staff Briefing – January 2016

Message from Dr Sharon Redrobe, CEO

We have been finalising the figures for 2015 and I am pleased to report that we have made budget for the year (well done to everyone for making this happen!) We are having conversations with the bank to enable us to continue with our 20 year masterplan. A stiff budget has been set again for 2016, however the opening of Gibbon Forest that will now take place this year will be great for raising visitor numbers during 2016.

Focus Groups will be held again soon and invitations have been issued. Please come to these meetings or speak to your line managers if you are unable to attend. Free cake is provided! Please think ahead about what you would like to discuss so that we can discuss your ideas face to face.

The Pay Review letters have now been produced and issued and if you haven't received your letter already then your Director will be going through it individually with you shortly.

Chimpanzee Introductions

Thanks to the amazing efforts of the Great Apes Team we are now in a potential breeding situation for pure-bred Chimpanzees following the recently completed introduction process. This is now the largest group of Chimpanzees that we have ever had with 15 now in the group. This includes the new male, Kibali, who had a phased introduction through both Protected and Free Contact.

Chimpanzees are very territorial and can be aggressive with physical displays and fighting. The Animal Keepers need to have great skills to be able to read their behaviour and need a deep understanding of this to predict who to introduce to whom and when. Previously our Chimpanzees were in small groups, however since the introductions started around 3.5-4 years ago the Team have done an amazing job during this time to now get the whole team together. We need to celebrate this amazing achievement and thanks are due to both the whole Great Apes Team and Dr Charlotte Macdonald who have made this all possible.



Star of the Month

Congratulations go to **Paul Sedgwick** who is this month's winner of Star of the Month for being our fantastic Father Christmas in December 2015.

Human Resources

New Staff to welcome this month:

- Emma Hadley Marketing Manager
- George Cook Education Ranger (Temporary)

Celebrate successes

Site investment: improvements



But still not enough money

**IF YOU ONLY
FOCUS ON THE PROBLEM**



**YOU MIGHT
MISS THE EASY SOLUTION**

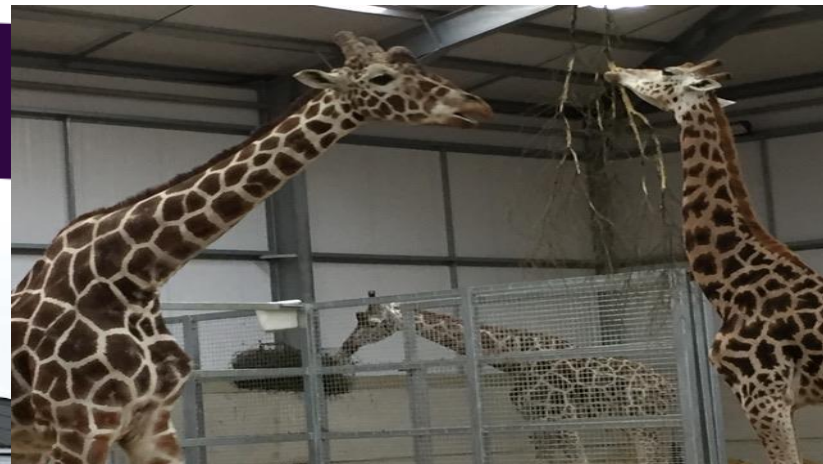
2014 - Time to switch banks and get funding

Twycross Zoo unveils £55m 'masterplan' aimed at doubling visitor numbers

2015



Giraffes – Easter 2015 !

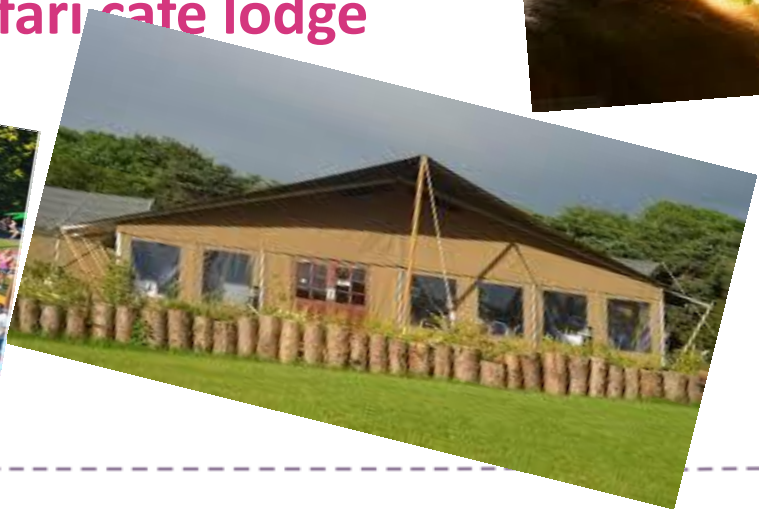


And that's not all for 2015.....

That's a total
£4 million
investment

Orangutan home extension
Kids water play !

New paved Conservation Way
New Safari café lodge



Gibbon Forest –2016

*4 lushly planted
islands
and a huge*





Chimpanzees new habitat 2017

- Following our award-winning chimp 're-wilding' over 4 years
- Collaboration with major University



New branding and campaigns



EXPLORE
WHATEVER THE WEATHER

Pack the wellies, dig out the scarf and have a really wild time with the little ones at Twycross Zoo.

tz Twycross Zoo
EXPLORING THEIR WORLD

FIND US JUST OFF M42 JUNCTION 11

www.twycrosszoo.org

To advertise call 0845 6439687 or e-mail info@timefortuts.co.uk



Coming to Twycross Zoo Easter 2015

LOOK UP
Explore our new arrivals

Things are looking up at Twycross Zoo...about 5 metres up in fact! We are delighted to announce that a family of giraffes will be arriving at Easter 2015...come along and explore their world.

Start exploring...www.twycrosszoo.org

Barton Road, Atherstone, Warwickshire, CV9 3PX.
Find us on the A444, via the A9 and the M42 Junction 11.

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So what?

Visitor numbers **up** >6%

Revenue **up** >10%

Year on year growth

Surplus / profit!

(after years losing money...)



Vitalise Women of the Year

1 hr · 🌐

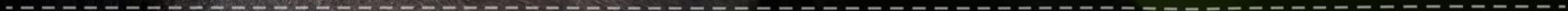
Vitalise Women of the Year 2015 announced!
Vitalise Woman of Achievement 2015:
Baroness Newlove, Vitalise Business Woman
of the Year: Dr Sharon Redrobe, Vitalise
Woman of Achievement - Lifetime Award:
Baroness Stedman-Scott.







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**Danella Bagnall, Vehicle Programme
Director at Jaguar Land Rover**



ABOVE & BEYOND

Danella Bagnall
Evoque Programme Director
Jaguar LandRover



Agenda

Background into Career Path

Insight into the New Evoque Convertible

Driving Force



Background into Career Path

Careers Advice at School

Apprenticeship – skills and learning

Sponsored through my degree

Became hooked!



Background into Career Path

Increased technical and leadership responsibility

Built teams

Represented JLR globally

Moved laterally to gain development

Delivered fantastic cars



Insight into the New Evoque Convertible





ABOVE & BEYOND



CURLEW STREET SE1
LONDON BOROUGH OF SOUTHWARK

BENGAL CLIPPER

RANGE ROVER





000,000







SAFETY







0%
07:45:36
Emergency Stop

Run Safety 8%
MODE PLAN 8%
MODE 1 1 1 1
CRS Emergency Stop

PVU CRS 1-3

RANGE ROVER

EVOQUE

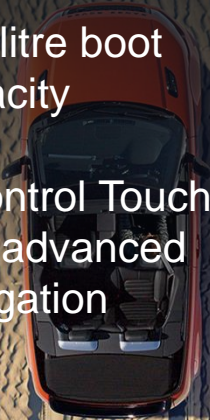
A convertible for all seasons

SPRING

World-class design and advanced engineering meet outstanding practicality

251-litre boot capacity

InControl Touch Pro with advanced navigation

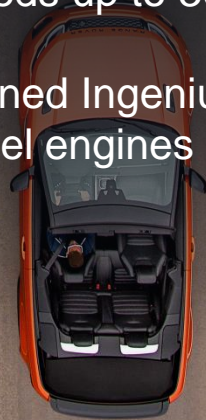


SUMMER

Spacious four-seat interior

Roof down motoring in 18 seconds, at speeds up to 30mph

Refined Ingenium diesel engines



AUTUMN

Active Driveline

500mm water wade ability

Wade Sensing



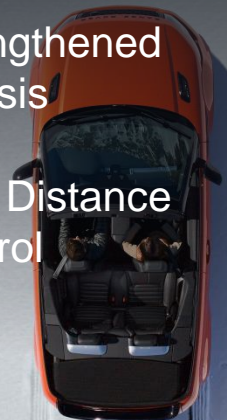
WINTER

Ski Hatch for through loading

All Terrain Progress Control

Strengthened chassis

Park Distance Control



Driving Force

Great Career to Date

Passionate about People Development

Support WISE / STEM activity

Continue development journey



Driving Force

Be good at what you do

Be responsible for your own career

People People People

Network – insight into customers





ABOVE & BEYOND

New Champions

Bablake School

Warwick School

Warwickshire College Group

Formation Media Ltd

Glued

Juice PLUS Coventry and Warwickshire

Brindley Twist Taft & James LLP

Walpole Media Group Ltd

Bentley Management & Consulting

Hunter AV

Grandstand Group Ltd

Purple Monster

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Coventry and Warwickshire Champions

Wednesday 13th July 2016

7.30am to 9.45am

www.coventry-warwickshire.co.uk



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