

**LinkedIn:** <https://www.linkedin.com/in/james-pickering-consultant/>

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I specialise in productivity. I work with innovation and experience to deliver short-term business success. I use expertise in business process re-engineering, change management and project management, supported by advanced AI tools, to help make change work. I cover interim business needs, deliver projects on time and within budget, save money and drive turnover. I specialise in part-time or short-term project-based and interim cover management.

I have experience at both Board and shop floor level in IT, finance, operations, sales, marketing, HR and AI implementation.

### **Business Process Re-engineering**

I have 30 years' experience in assessing business processes, implementing tools and delivering increased productivity. I translate business models into business plans which deliver more profit. These include;

[www.efficientminds.co.uk](http://www.efficientminds.co.uk) – Saving 15 to 40% in business costs. Efficient Minds is purely focused on increasing productivity, assessing the health of a business including potential insolvency and efficient recruitment to drive turnover.

[www.thesquaredeal.co.uk](http://www.thesquaredeal.co.uk) is an MVP designed to disrupt the secondary resale market.

[www.yonderlife.co.uk](http://www.yonderlife.co.uk) is a service designed to streamline probate in the UK.

Working for venture capitalists, I transformed a failing, insolvent regional auction hall to be the largest commercial auction house in the UK. This was a ten-year project that included the launch of a national property auction. I delivered the following;

A bespoke CMS, financial platform and live bidding platform. New branding, corporate identity and websites. New offices. New salerooms. A HR strategy. Hardware implementation. A sales strategy that enabled a tenfold increase in sales. Successful tenders to national retailers, hospitals, councils, couriers, police forces, national legal practises and pawn brokers and a sales strategy for charities, raising much needed funds.

I am experienced in crisis management, business restructuring, issues around theft, fraud and insolvency. We succeeded in delivering profit, long term relationships with clients and maintained a professional and dedicated workforce.

I am corporately trained by Banque Paribas as an IT Trainee, then PricewaterhouseCoopers as a Change Consultant. Being part of the PwC Public Sector Team allowed me unique access to deal at first hand with business dysfunction, internal and external politics, supplier agendas and various ways to manage projects, analyse businesses and benchmark progress.

## **Change Management**

I have worked with Prince 2, Agile methodologies and a variety of project management tools, all of which are now more productively delivered through AI. However, the fundamentals of project management remain the same, getting a project over the line in time and within budget.

I have experience in RAID, SMART, KPI's, SWOT and TCO. I deliver work breakdown structures, project plans and most importantly clear reporting about risk and timescales. I work with suppliers, internal stakeholders, budget holders and end users.

## **AI**

I work with AI tools on a daily basis. I have seen the technology advance in correctness from 45% to over 90%. I have experience of Grok, ChatGPT, Claude and Deep Seek in various versions. I use the best API routes to deliver services, such as with EfficientMinds. I have experience in a variety of IDE's delivering tools, content or deliverables generated by AI.

## **Experience**

### **The Lord Mayor of Birmingham's Charity, Consultant – Birmingham 2025**

**<https://www.lordmayorbirmingham.uk/>**

I was recently contracted to develop, build, project manage and deploy a secure digital platform to run the operations, finance, promotion, website, events, awards and grants for this great Charity. This included a Supabase/Next.js tech stack along with AI integration.

### **EfficientMinds, Founder – Remote 2024 – Present**

**<https://www.efficientminds.co.uk/>**

I conceived, project managed, built, tested and marketed Efficient Minds using 100% AI tools.

### **Square Deal, Founder – Remote 2022 – Present**

**<https://thesquaredeal.co.uk/>**

I successfully delivered an MVP for investor presentations, shaping an innovative business model, designed for venture capital backing.

### **YonderLife, Founder – Remote 2021 – 2022**

**<https://yonderlife.co.uk/>**

I conceived, project-managed, tested and delivered this personal project with a mission to provide practical support for people navigating grief and handling the complexities of probate.

**Biddle and Webb Auctioneers, Director – Birmingham 2011 – 2021**

I created the largest commercial auction in the UK.

**AGL- Venture Capital, Troubleshooter – London 2008 – 2011**

I worked on a range of confidential projects, solving issues, shaping business strategies and delivering effective solutions.

**Freeland Adobe, Coldfusion Consultant – Remote – 2005 – 2008**

A software developer using Adobe Coldfusion, SQL and Javascript.

**RHS Agency, Business Development – London 2002 – 2005**

I gained hands on experience in sales and marketing and development expertise in print, digital and multimedia products.

**PwC Management Consultant, Management Consultant – UK/Abu Dhabi, 1996–2002**

I was part of PwC's public sector team, contributing to the authorship of their Best Value Guide and specialising in partnership development.

**Banque Paribas, IT Trainee, London – 1994–1996**

I worked across multiple sites, upgrading networks and hardware whilst providing hands on PC support.

**Education**

1990 – 1994: South Bank University: 2:1 German, French and International Studies – London

1988 – 1990: Arthur Terry School, Sutton Coldfield: A Levels in German, French and Economics

1984–1988: Arthur Terry School, Sutton Coldfield: GCSE's in Maths, English, English Literature, German, French, Biology, Chemistry, Accounting.

**Hobbies & Interests**

I am passionate about people, places and history. I am also the author of a fictional book exploring the connections between the physical, spiritual and digital worlds. I enjoy being outdoors, running, walking and playing team sports such as cricket, rugby and football as well as scuba diving. As a former Samaritan's volunteer, I provided compassionate support to those in need, strengthening my ability to listen and empathise. I have been fortunate enough over the last 2 years to care for our 2-year-old son.