



The smart route to specialist management resource

www.globaliandp.com

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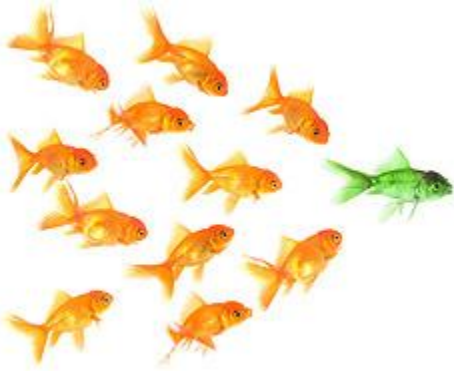
- Isle Of Wight Retreat
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Why should we work together?

- We have been improving businesses for over 10 years and come highly recommended
- We have an extensive database of highly professional quickly accessible Interims and Permanents
 - European based
 - Asian based
- We are excellent at product global sourcing, improving margins by typically 15 to 30%. We can also take over the management of sourced products and free up cash.
- We have useful tools to assist businesses, like "Ensemble" our Computer (Hardware and software) asset management system that searches out the current status, and monitors ongoing compliance.
- We have an excellent process improvement toolbox (AMBPI), a methodology that is easy to learn and implement, and can deliver powerful results in any business sector.

The following pages will give you a further insight into Global I and P. Then log on: www.globaliandp.com

The Company



During the last 10 years Global I and P has provided specialist management resources to international businesses operating in both the public and private sector wishing to execute visible and rapid change to improve profit and generate cash. A selection of Assignments managed by I and P are detailed in the left hand margin / navigation. Detailed case studies are available on request.

Our [Management Team](#) are well qualified, hands on operators who are able to guide both selected candidates and clients throughout the life of the assignment / appointment to ensure a successful outcome.

Global I and P provides Managers who have strong operating and project management skills and are highly goal oriented. With key skills and disciplines in the fields of:

- Product Design / Product Development / Reliability Engineering
- Factory Management / Supply Chain Management
- Quality Management / Health and Safety / Facilities Management
- Call Centre Operation / Product Servicing/ Product Enhancement
- General Management / Sales and Marketing / Finance / Human Resources
- ERP implementation / IT Support Services

We match registered [Clients](#) to registered resources, both [Interims](#) and [Permanents](#). Click on the relevant tab for further details and registration.

No specific personal information is released without prior agreement.

All our candidates on our database have had at least 3 [References](#) verified.

Management Team



In addition to a pool of [Interims](#) and [Permanents](#) registered on our database, Global I and P has a team of six core international managers that divide their time between Europe (UK based) and Asia (Singapore based).

Neil Edwards

A company director, with strong profit and loss as well as cash management experience from the FMCG, electronics, defence, railways and automotive business sectors, has an excellent proven ability to reshape and drive businesses forward to maximise growth and company valuation. An exceptional manager with a first class reputation for not only achieving but also exceeding predefined measurable targets. An outstanding track record of developing, implementing and delivering strategic change to the bottom line. Specific experience in:

- [Strategic Planning](#)
- [Operational Due Diligence](#)
- [Finding Strategic Suppliers](#)
- [Business Process Improvement](#)
- [Director Mentoring/Coaching](#)

Paula Searle

A creative, intuitive and resourceful HR generalist with over ten years of experience in a variety of business environments including BA, Dyson and Axa Life. Paula is passionate about making a difference in whatever she undertakes. A clear communicator with a proven track record of delivering business objectives. Specific experience in:

- [Strategic Planning](#)
- [Director Mentoring/Coaching](#)

Dr Susan Riley

An experienced manager and consultant operating at senior levels across various industries. Highly skilled, with project and team management, business improvement and transformation background of 20 years experience across the aerospace industry, domestic appliance industry, construction and

management consultant industry. Several blue chip organisations: Dyson Ltd, BAe Systems PLC, and Morgan Sindall PLC.

Specific experience in:

- [Strategic Planning](#)
- [Operational Due Diligence](#)
- [Finding Strategic Suppliers](#)
- [Business Process Improvement](#)

Harold Tomlinson

A results-orientated, highly experienced manufacturing manager; used to managing large teams of people in challenging manufacturing environments in high growth business situations. A very tough no nonsense individual, and a strong change agent able to identify opportunities and lead teams to achieve significant change and performance improvement. Broad ranging and in-depth experience across the entire manufacturing and supply chain spectrum. Up to date with modern manufacturing approaches such as Lean Manufacturing, JIT, Kanban, Kaizen, and able to transfer these skills to help teams achieve clear goals. Specific experience in:

- [Strategic Planning](#)
- [Operational Due Diligence](#)
- [Factory Consolidation/Relocation](#)
- [Director Mentoring /Coaching](#)

Mark Storer

An experienced engineering and manufacturing manager; with a broad and deep knowledge of product design and testing, manufacturing, supply chain and quality management. Particular skills in building up and running manufacturing sites in Eastern Europe and Far East. Specific experience in:

- [Product Redevelopment](#)
- [Low Cost Country Sourcing](#)
- [Finding Strategic Suppliers](#)
- [Factory Consolidation/Relocation](#)
- [Business Process Improvement](#)

James Edwards

Very experienced in systems development and database management. James handles the back office engine room and day to day company administration. Specific experience in:

- [Finding Strategic Suppliers](#)
- [Business Process Improvement](#)

Strategic Planning



Understanding and implementing the correct strategic operating model for your business enables you to better harness your existing resources and rapidly accelerate the growth of your company.

Many companies continue to run in-house operations that are not core to their future success, resulting in stretched resources and a drain on cash balances.

We have extensive experience in reshaping business strategy and developing detailed operating plans to deliver sustainable and manageable change.

Our [Interims](#) are skilled at reviewing existing operations at a detailed level.

- Identifying the activities that are inefficient or underutilised that tie up cash
- Challenging the corporate "sacred cows" in management thinking
- Identifying strengths and weaknesses of each area of operations
- Reviewing alternative strategies and potential partners
- Fleshing out implementation plans, costs and realistic timescales to change
- Supporting or managing the proposed change programme.

Typical benefits include:

- Improved operating efficiency, quality and service levels
- Releasing resources to focus on other areas of the business
- Improved profit and free up a considerable amount of cash

Businesses that have recently outsourced their manufacturing operations only pay for the product 90 days after receiving it in their warehouse, representing a considerable one off cash injection for the business.

To discuss how we can help with your strategic planning [Contact Us](#)

Operational Due Diligence



With any business acquisition, great emphasis is placed on financial due diligence, but buyer focus on operational due diligence is equally important for future profit and cashflow.

Understanding what is really happening within the business at an operating level can flush out potential opportunities and identify risks, putting the buyer in a stronger negotiating position.

We understand how businesses operate day to day and can quickly identify whether the seller is being open with how the business is currently functioning, the strengths and weaknesses of the management and their ability to deliver the current business plans.

Using a detailed checklist of questions [Interims](#) will provide an in depth analysis of all aspects of the business. A typical process would include:

- Face to face meetings with directors and senior managers
- Visiting each site to assess operational capability and efficiency
- Quantifying risks with people, processes and facilities
- Identifying opportunities for growth, improving cashflow and the balance sheet
- Detailed investment plans and identified resources to deliver

Following discussions with the buyer and the banks, reports can be tailored to support the investment case:

- Highlighting strengths and weaknesses and identifying plans to reinforce or rectify
- Detailing financial models with best and worst case scenarios
- Develop the 100 day plan

Post sale, Interims can be used to support the management team deliver the agreed plans either by directly stepping in to manage or provide ongoing support through [Director Mentoring / Coaching](#) or [Business Process Improvement](#).

To discuss how we can help with your operational due diligence [Contact Us](#).

Product Redevelopment



Cost and quality is built into products at the design stage. Returning to the drawing board would be the ideal solution and would maximise savings and quality enhancements, but it can take time and will involve considerable expense and risk.

A detailed product review by suitably qualified [Interims](#) can quickly identify the areas to deliver the necessary improvements, using skills and experience in product design and development, supply chain and manufacturing, customer care and servicing, reliability and testing:

- Analysing current product specifications (drawings, performance specifications)
- Reviewing existing product development data (reliability, field testing)
- Assembling and disassembling the product to identify where problems might occur
- Reviewing existing materials and identifying other alternatives that might be used
- Detailed review of the manufacturing processes, both in house and at suppliers
- Reviewing customer feedback (complaints and suggested improvements)

A detailed implementation plan is compiled focussing on:

- Agreed changes to the design and selection of materials
- Relevant test schedules to ensure the improvements have the required effect
- Fool proofing all stages of the manufacturing process (in-house and at suppliers)
- Introduction of additional in line and final test procedures

The review can greatly improve existing products, help expand the product range through identification of spin off products and can be used to guide future product development.

Post review, [Interims](#) can be used to support the product redevelopment process either by stepping in to directly manage or provide ongoing support through [Mentoring / Coaching](#) or [Business Process Improvement](#).

To discuss how we can help with your product redevelopment [Contact Us](#).

Finding Strategic Suppliers



Unlike buying commodities or components, a strategic supplier relationship is focussed more on partnership success with both parties avoiding the use of severe conflict resolution tactics in resolving issues in today's challenging business environment. The benefits are huge both in terms of future adaptability to change and improved cashflow for your business.

Strategic suppliers are likely to take on a large portion of your existing operations, and finding the right player with the breadth of experience and financial support to grow with you longer term can prove difficult. Many companies with sensitive intellectual property fear that their products may be circumvented or directly copied, but a number of high profile companies (with the help of our expertise) have successfully found or set up strategic suppliers without any problems.

[Interims](#) have extensive experience evaluating current products and operations, locating and setting up appropriate strategic suppliers for blue chip clients in a number of countries including most recently, the Czech Republic, Malaysia, Singapore and China

Starting with a top level review of business needs and countries to be included in the search:

- Reviewing products and services, developing a detailed tender pack
- Approaching suitable companies, reviewing capabilities and obtaining tenders
- Reviewing proposals, conducting visits, agreeing prices and implementation plans
- Compile and issue the manufacturing / service supply agreement
- Handing over to the implementation team.

It is essential that any strategic suppliers are financially sound and have the management stretch to meet your future needs.

To discuss how we can help with your search and selection of strategic suppliers; [Contact Us](#).

Factory Consolidation & Relocation



Running any factory at the lowest possible cost to improve gross margins is essential in today's highly competitive business environment.

In bygone years if you needed more manufacturing capacity you just built a new factory, converting cash into fixed assets. But additional factories introduce additional overheads and inefficiencies that drive up costs.

Getting more out of your existing factory is a much more cost effective route:

- Using [Business Process Improvement](#) to determine alternative methodologies
- Identifying new investments in up to date equipment and facilities
- Improving existing floor layouts
- Making use of the 3 dimensional space, using selected mezzanine structures
- Subcontracting non core business operations to focus on important processes

And if you have two or more factories, consolidating to one factory

During the last 10 years we have undertaken numerous factory consolidations and relocations particularly to Eastern Europe and the Far East. Many of our [Interims](#) are factory movers (Lifters & Shifters) with an excellent knowledge of manufacturing & supply chain. The process requires:

- Meticulous planning and coordination of all factory operations
- Product rationalisation, stock building to minimise disruption
- Fully documenting all processes (including the "black art")
- Facility decommissioning, shipping of all equipment & commissioning
- Training & developing new operators and support staff
- Closing redundant facilities / making safe and selling off

Most factory moves will take between 6 to 18 months depending on size. Using external project management can greatly reduce your risk.

To discuss how we can help with your factory consolidation & relocation [Contact Us](#).

Business Process Improvement



Active Management Business Process Improvement (AMBPI) is essentially a management philosophy designed at proactively harnessing a business management team to document, analyse and make improvements to fundamental business processes essential in today's ever changing environment.

A useful methodology to drive change from within a business, and an excellent route to quickly and efficiently obtain business certification across all process related areas:

- ISO 9000 (Quality management)
- ISO 14000 (Environmental management)

Our guidebook is free to download: [AMBPI](#). Printed and bound copies may be purchased at £4 / US\$6 each plus postage & packing.

Add Company Logo £1 / US\$1.50 each (Minimum quantity 500). For further details [Contact Us](#).

Many of our [Interims](#) are trainers and facilitators and will help managers to streamline processes & drive out waste.

- Starting with a business diagnostic to agree a programme of work.
- Training of active management team & business process improvement teams.
- Facilitating the implementation of first projects using the tools in the guidebook.
- Reviewing progress & addressing team concerns.
- Documenting & communicating the successes.
- Plan & roll out of other projects throughout the business.

To discuss how we can help with your business process improvement program [Contact Us](#).

Director Mentoring / Coaching



The process of director mentoring / coaching focuses on eliciting information, asking questions, and focusing on details, rather than about telling people what to do.

Experienced [Interims](#), can help directors and senior managers with advice on:

- Setting business and personal goals
- Working more efficiently towards achieving results
- Becoming more focused and making better use of time
- Increasing drive and motivation to change and deliver

Specific goals that can be achieved for the director or senior manager include:

- Advancement of employees' careers
- Solidification of relationships between directors, managers and their staff
- Deepening of the commitment to the goals and values of an organization
- Development of personal connections
- Helping avoid the typical hazards that go hand-in-hand with today's workplace

Programs are typically short and intensive, two days a month over a six or twelve month timescale, covering:

- One to one reviews, reviewing previous weeks plans and preparing for the next
- Attending key management meetings (fly on the wall with post meeting reviews)
- Walking the areas under management and talking through ideas for improvement

We attempt to closely match the mentor / coach industry skills and experience so they can add real value to the business through the director or senior manager.

To discuss how we can help with your director mentoring / coaching [Contact Us](#).

Candidate Services



For those UK based candidates considering becoming [Interims](#) we have provided some reference links that we hope will prove useful during the early days of setting up:

Visit the Interim Management Association:

- www.interimmanagement.uk.com

Checking availability of UK company names:

- www.companieshouse.co.uk

Buying an off the shelf company:

- www.companyregistrations.co.uk/

Checking availability of domain names:

- www.amenworld.com

Vat online registration:

- www.hmrc.gov.uk/VAT/start/register/signup-online.htm

Corporation tax online registration:

- www.hmrc.gov.uk/ct/index.htm

Inland Revenue IR35 legislation advice:

- www.hmrc.gov.uk/ir35/

Finding a local accountant:

- www.find-uk-accountant.co.uk

Practical advice for setting up in business:

- www.businesslink.gov.uk

Professional indemnity and public liability insurance:

- www.comparethemarket.com/business-insurance/public-liability-insurance/

Other links that may be of interest to help Interims and Permanents in their travels:

Latest Business News:

- www.news.bbc.co.uk/

AA route planner:

- www.theaa.com/route-planner/index.jsp?database=B

Train times from National Rail:

- www.nationalrail.co.uk/

Finding local street maps through Multi Map:

- www.multimap.com/

Links to Other I and P Sites:



Isle Of Wight Holiday Retreat (Escape to the Country)

<https://www.ruralretreats.co.uk/rr/cottage/IW012>

The Haven is a luxuriously appointed detached house located in the south of the Isle of Wight within an area known for its Mediterranean-style climate and areas of natural beauty.

Secluded Steephill Cove is a five minute stroll away, and the Ventnor Botanical Gardens with a modern visitor centre incorporating regular local art displays and exhibitions is just a couple of minutes walk away. The gardens also have a restaurant and a children's play park. The Isle of Wight coastal path walks are within a minutes walk of the Haven.

Ventnor seafront offers various places to eat, a popular beach which is good for sunbathing and swimming, a selection of shops and amusements, and plenty of car parking.

The property can accommodate 10 guests, using the two full height pull-out beds in the twin bedroom.



Corporate Entertainment (Grown Up Fun and Games)

<http://www.bigindoorgames.co.uk>

The addition of some games at events adds an extra dimension which is perfect for most occasions whether it's a corporate event entertaining staff or clients, or a private party that just requires a little distraction, we have just the right games, a selection of which are listed below.

- Casino Games (Roulette, Black Jack, Craps)
- Giant Games (Battleships, Chess, Twister, Snakes & Ladders)
- Big Indoor Games (Darts, Quoits, Skittles)
- Simulators (Skiing, Snowboarding, Horse Racing, Motorbikes)
- Inflatables (Rodeo Bull, Human Table Football, Sumo Wrestling)
- Arcade Games (Fruit Machines, Virtual Soccer, Putting)
- Bar Games (Table Football, Air Hockey, Pinball)

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Interactive Database

Clients



We search out experienced [Interims](#) and [Permanents](#) and maintain an online database of CV's for clients to search and select candidates that best meet the needs for specific assignments through keyword matching.

Please click on registration. Make sure you have:

- The email address and phone number you would like to use for future communication
- An agreed unique password
- Your potential Assignment as a word document to upload

Once you have registered, a Global I and P Recruitment Specialist will make contact within 24 hours to discuss your needs and talk through the best process to search out potential candidates.

For regular matching of assignments to candidates you will be able to Log In directly and undertake your own online search of all [Interims](#) and [Permanents](#).

For some searches, particularly those of a more specialist nature, we may have limited candidates currently on the database or they may be gainfully employed with other clients.

In this situation Global I and P will undertake a more targeted candidate search in the industry and we will forward our further recommendations within 7 days.

Throughout the process of selection, we work with our clients to agree a well-understood definition of the assignment objectives. We seek to appoint managers with the credibility and experience to far exceed the assignments demands to guarantee speed of execution and reduce risk.

We expect most [Interims](#) to be in place within one to two weeks:

- Clients are invoiced at the end of each month (Daily rate plus prevailing taxes if applicable).
- Any travel expenses are charged at cost and agreed prior to expenditure.

We expect most [Permanents](#) to be in place within one or two months:

Clients are usually invoiced an agreed percentage of the first year's annual salary /bonus upon signing. Special rates are available for multiple placements

As the assignment runs its course a Global I and P Advisor, one of our own [Interims](#) with a breadth of experience themselves in undertaking assignments, will assess progress and evaluate results, adding an additional dimension to that of the candidate to ensure results are achieved, and a hand over plan agreed with the client.

To discuss your assignment [Contact Us](#).

Interims



Would you like to sign up as one of our Interims

You will need to have significant experience in at least one core business discipline.

- Product Design / Product Development / Reliability Engineering
- Factory Management / Factory Management / Supply Chain Management
- Quality Management / Health and Safety / Facilities Management
- Call Centre Operation / Product Servicing/ Product Enhancement
- General Management / Sales & Marketing / Finance / Human Resources
- ERP implementation / IT Support Services

You will preferably have held a line management position or undertaken a project management role for at least 2 years and have demonstrated significant achievements at each level of your career.

Clients see interims as a highly cost-effective and proactive way to obtain highly specialist leadership that can have a significant effect on a company's sustainability and growth.

Interims will parachute into their business and immediately assume control of the situation and make demonstrable change in a short period of time. Naturally talented, practical, highly experienced in the latest management tools and techniques, process orientated, (All armed with our [Business Process Improvement](#) guidebook), and quickly able to adapt, and influence the culture within the business.

- Do you have significant senior line management or project management experience?
- Do you have an adaptable and flexible personality?
- Do you thrive in challenging and constantly changing environments?
- Do you have gravitas, and a confident communication style?
- Can you assimilate into a company, create immediate impact and hit the floor running?
- Can you operate in a professional yet politically detached manner?
- Are you a problem solver who is results orientated and delivery focused?
- Are you sufficiently financially secure to cope with periods between assignments?
- Are you a good networker/ relationship builder?
- Are you flexible as to the location of the assignment?

You will need to have an appropriate business vehicle through which you will operate. For additional helpful links see [Candidate Services](#).

- An Individual / Sole Trader
- A Partnership or perhaps a Limited Liability Partnership
- A Limited Company (One of the more popular vehicles, particularly in the UK)

You should also consider taking out Professional Indemnity Insurance. However we can provide cover under our own organization if required.

Interims can be a very rewarding choice of career. Rates vary considerably throughout this global business, but typical influencers on rates include:

- Relevant experience and track record on delivery on past assignments (Referenced)
- Length of the assignment and interest level in assignment and competition
- Location in which the assignment is to be undertaken and the time away from home.

After registration and completion of your CV, our role at Global I and P is to market your skills and experience to our clients.

Our keywords will help ensure that your abilities and potential are communicated to specifically defined companies within the most appropriate business sectors.

In addition you will be asked to enhance your CV through the use of the [Case Study](#) illustrating the impact you have made on business throughout your career.

Please click on registration. Make sure you have:

- The email address you would like to use for future communication
- An agreed unique password
- Your CV as a Word document, and a recent picture, if you have one
- Details of specific case studies
- Contact details of at least 3 recent [References](#)

Once you have registered you will be able to:

- Complete your [Database CV](#) and be matched against current and future assignments
- Print out your Database CV and Case Studies

We will make contact with References and ask them to complete your reference scorecard

No specific personal information is released to clients without prior agreement.

However, if an interim position is not for you, consider registering as one of our [Permanents](#).

We have a number of clients who are keen to review candidates for permanent positions.

In many cases Clients will ask if our Interims would like to become [Permanents](#).

Permanents



Would you like to sign up as one of our permanents?

You will need to have significant experience in at least one core business discipline.

- Product Design / Product Development / Reliability Engineering
- Factory Management / Factory Management / Supply Chain Management
- Quality Management / Health and Safety / Facilities Management
- Call Centre Operation / Product Servicing/ Product Enhancement
- General Management / Sales & Marketing / Finance / Human Resources
- ERP implementation / IT Support Services

You will preferably have held a line management position or undertaken a project management role for at least 2 years and have demonstrated significant achievements at each level of your career.

Permanents will have an agreed longer term career direction, and will pursue this from within the business.

Once we have found them a match, they will immediately assume control of the situation and make demonstrable change in a short period of time. Naturally talented, practical, highly experienced in the latest management tools and techniques, process orientated, (All armed with our [Business Process Improvement](#) guidebook), and quickly able to adapt and influence the culture within the business.

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References



References are important for both candidates and clients

- For candidates to assess where they may be falling short, hopefully driving them to take steps to seek out specific help and guidance, and focus on structuring a plan to make improvements.
- For clients to obtain a guide to past management performance and future expectations. In the case of numerous candidates chasing an assignment can be used to crudely filter and sort.

Candidates provide details of three References as they complete their [Database CV](#)

Global I and P will email each Reference with details of the referencing process and a link to complete a Reference. Should take little more than 5 minutes to complete

We reference 10 main areas:

- Quality of Work
- Quantity of Work
- Teamwork & Development of People
- Job Knowledge
- Initiative
- Interpersonal Relations
- Communications
- Planning & Organising
- Analysing Problems & Decision Making
- Dependability

For each area there is a dropdown menu

- | | | |
|--------------------------------|--------------------|----------------|
| ○ Does not meet expectations, | 10% of population, | scoring 1 of 5 |
| ○ Meets Expectations, | 35% of population, | scoring 2 of 5 |
| ○ Exceeds Expectations, | 40% of population, | scoring 3 of 5 |
| ○ Always Exceeds Expectations, | 10% of population, | scoring 4 of 5 |
| ○ Star Performer, | 5% of Population, | scoring 5 of 5 |

The scoring against each area across at least 3 References (More if required), will provide each candidate with a Total Scorecard rating against 100% (The maximum rating).

In addition we have a free text box, of 1,000 characters, where References may add additional comments where they feel it would be useful to the Client. This information will be made available to the Client before the interview.

No scorecard is foolproof and should be only used as a guide, and any strengths and weaknesses explored through the course of the future interview.

Contact us



Director: Neil Edwards

Previous management experience with: Jaguar Cars, ABB, PWC, Siemens, Philips, Dyson

Recent assistance to both investment institutions and to management teams either prior to investment or to improve performance and drive greater value out of current investments.

Key clients include to date:

3i, CVC, Charterhouse, Scientific Generics, Morgan Stanley, HSBC, Acordis Acetate, Tenzen, Cashmaster, Tellermate, Dartington, Clares, Hozelock, Westica, Newlands, Schofield Hughes, Acordis Speciality Fibres, Adande, Lotus, Britax, HSS, Feonic, Huntleigh Nesbit Evans, Imperial, BAT, Jung Pumpen, Skydda, Collinson Grant, Gardman, HSS, Plasplugs, CRP, Avon Rubber, Teknicast.

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If you have any feedback on this site or our service, please do not hesitate to contact us at feedback@globaliandp.com. Your feedback is appreciated.

Global I and P Ltd registered in England and Wales in 2001.