



## May 2016

The Marine Conservation Society is the UK's leading charity for the protection of our seas, shores and wildlife. We work to secure a future for our living seas, and to save our threatened marine wildlife. Our Five Year Strategy - Our Seas, Our Future – sets out the key issues currently affecting UK seas and where we will target our efforts over the period 2015-2020 to find lasting solutions.

Working with Caplor Horizons has been a wholly positive experience.

Everyone has found working with Ian Williams and members of the Caplor Horizons team very energizing and productive.

Initially, in 2014, Ian had some wider sessions on strategy with me.

Then in 2015, Ian - together with contributions from Lorna Pearcey, William Eccles, Jean Sellar and Simon Oldroyd - facilitated development of a shared vision and strategy between the Marine Conservation Society and Fish2fork to establish the UK as the first sustainable seafood nation.

The creative planning and thought that is put into shaping strategy development sessions ensures that everyone's energy is maintained and a clear outcome achieved.

If anyone is struggling with strategy or thinking it's a dull slow process they should call Ian!

In January 2016, working most closely with Ian and William Eccles, we were fortunate to take forward a leadership and team development programme. This is a bespoke series of monthly workshops with distinct themes and content using the 'Caplor House' and Caplor Horizons 'Essentials' framework. To complement the monthly workshops, William has led one to one or small group sessions to embed and extend the learning. The focus has been with staff although engagement with Board members is also factored in. The themes covered have included learning, influencing and strategy.

The input from the wider Caplor Horizons family adds enormous value and we've been very privileged to have the contribution of Lord Paul Tyler and Richard Harvey to present to the team and share their experience and wisdom. The follow up to each session, and level of engagement is impressive. Ian and William have worked closely with Dr Vicki Howe, Jean Sellar and Lorna Pearcey on the design and delivery of sessions. All have been really willing to adapt and tailor the programme to ensure maximum benefit to the organization and individuals.

Sam Fanshawe,  
Chief Executive,  
Marine Conservation Society.