

Dyslexia Scotland Annual General Meeting

17 November 2018

Briefing paper – Agenda Item 4: Appointment and re-appointment of Directors

Introduction

At the Board Annual Review Day in March 2018, the Directors carried out a skills audit of the Board to inform succession planning over the next few years. There have been a number of changes to the Board as part of a planned succession planning process.

At the end of June 2018, our Legal Director, John Andrew, stepped down after 8 years of loyal service. In August 2018, we were delighted to welcome Karen McGill on the Board as Legal Director. Another Director, Mary Jane Bird, is due to step down at the AGM in November 2018 after 10 years in that position. Our sincere thanks go to John and Mary Jane for their valued commitment and advice during this time.

Furthermore, we hope to welcome Ronnie Davidson and Peter Lederer who are due to be appointed to the Board at the AGM. Our thanks also go to Robert Heasley, who was co-opted as a Director through the 'Get on Board' Young Professional Trustees programme from 2016-2018.

Last but not least, we are sad to report that Fiona Dickinson, Chair of Council and Director since 2007, will also be stepping down at the AGM. Fiona will be co-opted on the Board until March 2019, to allow a new Chair of Council to be elected. We are extremely grateful to Fiona for her dedication and commitment to both those roles over such a long period.

New Directors

We are delighted that three new Directors have been interested in joining our Board. They all have a great deal of relevant experience as well as an interest in dyslexia and Dyslexia Scotland.

Karen McGill was appointed to the Board as the new Legal Director in July 2018, replacing John Andrew in that important role. Karen is a solicitor specialising in Employment Law. For many years she was a partner in a large Scottish law firm. She now lectures at Edinburgh University and works reduced hours in private practice. Her interest in the work of Dyslexia Scotland was sparked when delivering training for employers on Dyslexia in the Workplace with Cathy Magee and Fiona

Dickinson a few years ago and she was delighted to join the Board earlier this year.

Peter Lederer, CBE, joined the Board meetings in May and is being put forward for election on the Board at the Annual General Meeting in November. Peter is dyslexic and has two dyslexic sons. With three dyslexic people in the house, his wife Marilyn went back to university, taught dyslexic people for over ten years and was on the Bursary committee for the Dyslexia Institute.

Peter joined Gleneagles in 1984 as General Manager, was appointed Managing Director in 1987 and became Chairman in November 2007. Previously he held operational and senior hotel management positions in North America and was also, for two years, a partner in a design and consulting firm providing services to the hospitality industry.

During his tenure at Gleneagles, he developed the resort into one of the premier hotels in the world. The hotel has won numerous awards for its attention to detail, luxurious facilities and personalised standards. The hotel moved from a seasonal golf hotel to an internationally recognised and successful resort, encompassing hotel, a wide range of leisure facilities and real estate developments. Gleneagles is recognised as a leader in the hospitality industry in terms of service, training, marketing, innovation and financial performance. The hotel was owned by Guinness/Diageo plc from 1985 - 2015, when it was sold to Ennismore Holdings. Peter also acted as Director of Diageo in Scotland from 2008 - 2014.

Peter is committed to improving quality, educational standards and training opportunities within the hospitality and tourism industries. He is Patron of the Hospitality Industry Trust Scotland and has been awarded Honorary Doctorates by Queen Margaret University, Edinburgh and University of Stirling. In addition, Peter is a Master Innholder and Freeman of the City of London, as well as a Liveryman of the Worshipful Company of Innholders.

Peter is Chairman of Hamilton & Inches, Taste Communications and Applecrate. He is a Board member of Baxters Food Group, Pod Global Solutions and The Hotel Management Company. Peter was Chairman of VisitScotland, (2001-2010), President, Institute of Hospitality (2007-2012) and a Board member of Leading Hotels of the World (2001-2013)

In 1993 he won the Tourism 'Catey' award and in 1997 was honoured as Hotelier of the Year. In her 1994 Birthday Honours List, Her Majesty The Queen appointed him an Officer of the Order of the British Empire for his services to the industry. This was followed by the honour of CBE in 2005.

Ronnie Davidson joined the Board meetings in August and is being put forward for election on the Board at the Annual General Meeting.

Ronnie is an independent careers adviser and founder of several small organisations including educational charity Character Scotland, the Inspiring Purpose Programme, Apprenticeships in Scotland Youth Recruitment Agency, Apprenticeships in Enterprise, Career Studio, Enterprising Careers and Creative Cause. Career Studio is an SQA centre specialising in the training and assessment of careers advisers in local authorities, at Skills Development Scotland and also Dyslexia Scotland's Katie Carmichael. Ronnie also supports postgraduate student Careers Advisers at Edinburgh Napier University. Ronnie has worked with many dyslexic clients and himself repeated S1 as a child and was allowed extra time in exams. His eldest daughter (12) is dyslexic.

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