



## **Paul Monks**

For the past 25 years Paul has worked in the insurance sector specialising in the health related and general insurance segments holding 11 directorships as both an Executive and Non Executive Director with insurers, brokers and third party administrators. He has worked with companies in the UK, Ireland, France, Denmark, Sweden, South Africa and USA. Paul has also worked in Poland, Czech, Hungary and India and has been involved with start up enterprises through to multi billion pound listed businesses.

During the last 6 years Paul has taken on a number of challenging consultancy and non executive director roles which have included:

- Working as Non Executive Director with Stratigo International, a human capital consultancy, to align their management appraisal tools to meet the needs of the insurance sector.
- Setting up Back@Work, a healthcare business to provide fixed tariff clinical services to private health insurers from a network of consultants and hospitals, where he is still a Non Executive Director.
- Working with Norwich Union to plan and implement the turn around of their loss making Occupational Health business by working with management on the realignment of the organisational structure and business focus and on the subsequent merger with Norwich Union Healthcare.
- Working with the global insurance broker Willis in formulating and implementing distribution strategies in East Europe and India to take them into the high volume affinity insurance business.
- Working with National Pharmacy Association Insurance Company as Non Executive Director/Chairman with a particular focus on realigning their strategy and business priorities.

Prior to this, Paul spent 19 years at Europ Assistance, the international insurance and service group, where for 10 years he was Executive Chairman responsible for subsidiaries in UK, Ireland, Scandinavia, South Africa and USA. He was in charge of setting and implementing strategy to achieve strong top line growth through increased market penetration, product diversification and acquisition and profit improvement, through efficient and cost effective operational organisation and structure. This involved identifying key success factors and aligning them with board and management competences and priorities and organisational structure.