

2011 governance

rules score red green amber skills audit formal appraisal strategy day voluntary work
skills competencies experience tenant director housing unpaid

DUCANE

Ducane's board of volunteers sets the overall direction of our work. Our members are drawn from diverse sectors and bring to our business a broad range of relevant skills, competencies and experiences

Governance was of particular relevance to the board this year, with the retirement after seven years service of our outgoing chairman. A newly convened governance committee set about recruiting a new chair but also agreed a schedule for adopting new rules and revising our standing orders.

The committee commissioned a comprehensive audit of members' skills and began a formal appraisal of the board's role, including an assessment of the skills and experience needed for our ongoing good governance.

Our board meets five times a year, with one meeting set aside to discuss and agree strategy. This year's strategy day was held at RIBA headquarters, with guest speaker Piers Williamson, chief executive of The Housing Finance Corporation, setting the scene.



Mrs Birta Koroma, wife of Mamadou Sarif Diallo, police community support officer at Harrow Central Police Station, and family

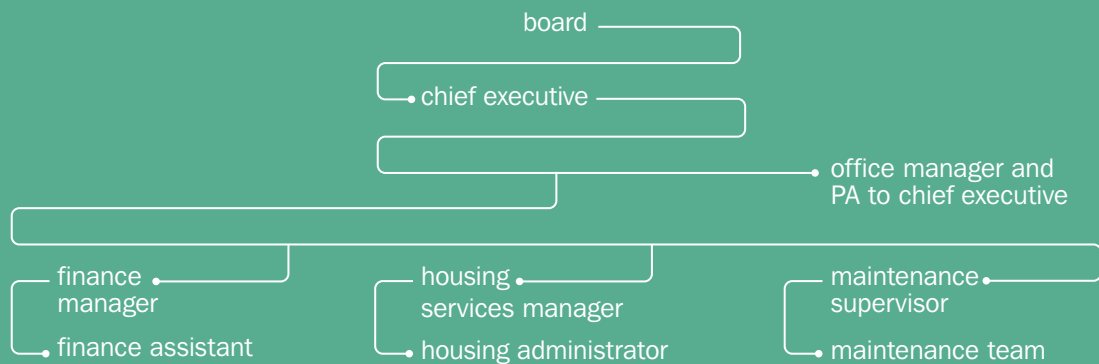
Our board gets quarterly reports on our operation, with a traffic light scoring system indicating how our performance compares with the targets set by the board at the start of the year and with financial covenant ratios and sector-wide performance indicators.

Vacancies on our board for non-tenant members are publicly advertised or filled by a candidate recommended by expert external advisers. Board members are not paid but are reimbursed reasonable expenses.

“We have had an excellent service and it has been a very good experience residing here. The staff are very pleasant and extremely helpful. The housing management service is excellent and the maintenance is good but needs to improve. We are impressed by the size of our flat and its style and the location.”



← board members
staff structure ↓



Peter Redman, chair

Housing specialist, with extensive experience at a senior level including nine years as group chief executive of Notting Hill HT, chief executive of Leeds Federated HA and, more recently, as interim director of housing services at Southwark and chief executive of ALMO Lambeth Living. Joined 2011.

Rod Constanti, vice chair

Most recently head of development at East Thames Housing Group. Leads on property development and risk. Joined 2005.

Steve Cashman

Medical researcher and IT specialist. A former Ducane tenant, he continues to advise and help with IT matters. Leads on tenant issues and IT. Joined 1991.

Robert Fulton, former chair

Former Home Office civil servant with experience of planning and performance management in the criminal justice system and of PFI contracting. Served 2004/11.

Amit Kakkad

Tenant and postgraduate student studying operations management at London Business School. Amit has an engineering degree, has management experience and has completed academic studies in the USA and UK. Joined 2010.

Polyxeni-Margarita Kleniati

Tenant and postgraduate student studying for a PhD in global optimisation at Imperial College. Served 2010/11.

Shani Mashhood

IT specialist: full lifecycle – strategy, infrastructure, development and business intelligence. PRINCE 2 practitioner certified. Leads on project management. Joined 2006.

John Payne

Human resources specialist and former Imperial College employee relations and pensions manager. Served 1998/2011.

Graham Reid

Director of a consultancy firm and former managing director of a specialist new build and refurbishment construction company, with years of experience leading large contracts. Led on construction and project management. Served 2007/11.

Michael Roberts

Retired banker and lead member for finance. Joined 2005.

John Whatmore

Former local councillor and former chair of Octavia Hill HT. Consultant in leadership to the public and private sectors. Leads on effectiveness. Joined 2003.

Eugenie White

Director of Hammersmith United Charities and Groundwork London. Extensive finance experience, including 20 years as a stockbroker and investment fund manager. Former Hammersmith councillor. Joined 2010.