

## PRACTITIONER PROFILE

### Mike Stratford

FORTY TWO FOLD

Structure that supports.  
Empathy that empowers.  
Expertise that enables.



#### Professional Profile

Mike is a senior executive with over 25 years' experience in operational and delivery management. He has led complex programmes across multiple sectors, spanning product development, consulting, and systems integration, with a strong focus on business, organisational and cultural change. He has delivered major projects and programmes, strengthened client-facing service performance and driven sustained improvements in financial outcomes.

#### Core Skills

Delivers large-scale transformation and complex programme outcomes through deep delivery expertise, strong commercial judgement and the ability to lead multidisciplinary teams in high-value environments. Brings a proven record of turning around challenged programmes and improving operational performance.

- **Strategic Programme Leadership & Complex Delivery:** Leads large-scale, multi-year programmes across diverse sectors, integrating technology, operations and organisational change. Delivers complex transformation with predictable outcomes, overseeing major portfolios and directing large, distributed teams.
- **Operational Excellence, Governance & Performance Improvement:** Strengthens delivery performance through robust governance, data-driven decision-making and structured problem-solving. Optimises operating models, improves financial performance and drives service quality across programmes and major accounts. Experienced in turnaround delivery, cost reduction and organisational redesign.
- **Innovation, Technology & Systems Integration:** Brings deep experience in systems integration, product development and advanced technology domains to shape innovative solutions. Leads multidisciplinary technical teams, accelerates R&D and translates emerging technologies into operational and commercial value.

#### Career Highlights

##### Director, Labs – BAE Systems Digital Intelligence

2016-2024

Led major research, innovation and delivery organisations across defence, security and space, growing combined throughput from c£20m to £60m+ and leading teams of 100–400 FTE specialists. Accountable for advanced technology development, complex systems integration and multi-year programmes for government and commercial clients.

##### Key aspects included:

- Delivered complex R&D, advisory and delivery programmes across cyber, analytics, machine learning, electronic warfare, advanced communications and emerging technologies, maturing research into operational capability for high-assurance clients
- Strengthened innovation capability through investment in Cyber London (CyLon) and support to multiple cyber startup spin-outs, while overseeing a portfolio generating 700+ patents across optical comms, high-power systems and next-generation RF technologies
- Grew business performance through portfolio expansion, improved delivery discipline and stronger commercial governance, including stepping in when M&A faltered and withdrawing from a bid when risk and reputational exposure became unacceptable.

##### Director of Project & Programme Management – CSC

2009 – 2016

Held a series of senior delivery leadership roles culminating in responsibility for all project and programme delivery across the UK&I and Netherlands. Accountable for complex

portfolios worth up to c£450m annually and leadership of 500–800 FTE across multiple business units.

##### Key aspects included:

- Led major transformation programmes across transport, financial services, government and national security, improving delivery performance and client satisfaction
- Introduced governance frameworks and operating models adopted globally, reducing red/amber projects, strengthening financial control and improving margin
- Delivered significant organisational redesign, optimising cost, capability mix and right-shoring to improve productivity, scalability and commercial outcomes.

##### Programme Director – Fujitsu Services

2007 – 2009

Led the turnaround and delivery of a £100m+ national programme Horizon Next Generation (HNGx) to modernise Post Office counter systems and refresh core infrastructure. Accountable for c300 FTE and matrix leadership of a further c100 FTE specialists.

##### Key aspects included:

- Re-negotiated baseline, scope, plan and commercial structure to stabilise a programme four years late and 100% over budget
- Secured additional revenue and improved commercial terms, restoring margin and protecting long-term account value
- Delivered annual revenues of c£30m while resetting delivery confidence and strengthening client relationships.