

Land & Joint Systems Division

Worton Drive
Worton Grange Industrial Estate
Reading
Berkshire RG2 0SB
United Kingdom
Tel. : +44 (0)118 975 2300
Fax : +44 (0)118 923 8459
www.thalesgroup.com

To whom it may concern.

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Ref : Testimonial for Vincent Considine

During the last quarter of 2006, Thales had been running a major bid for a complex UK Defence Communications programme, under the control of a senior consultant acting as Bid Manager, and under my direct control as Divisional Director for Thales' Defence Tactical Communications Business Unit.

The bid was being made into a large US Defence contractor, who was in turn bidding into the UK MoD as one of a number of potential Prime Contractors. During a key Milestone Review early in 2007, it became apparent that the Bid was not under control and the decision was taken to replace the existing Bid Manager, and for myself to take over direct control of the Prime / sub relationship and the bid strategy. With only 8 weeks remaining before bid submission, plus a further few weeks to complete a complex demonstration and capability presentation, Vincent Considine was recommended following a previously successful assignment within Thales and was brought in.

Given the short timescales remaining, it was appropriate for Vincent to manage the day to day activities, leading the generation of the bid material, deconflicting issues with the US Prime and providing guidance to the Technical Team on short term priorities.

As an indication of the speed of the process, the decision to employ Vincent was made on a Monday, he was in post on the Thursday morning and assumed overall leadership of the team on the following Monday. This leadership involved driving team-wide priority setting at daily "stand-up" meetings, as agreed within the senior Bid Management Team, together with taking a very pragmatic view on the many daily issues that arose and dealing with them in a calm and competent manner. This allowed Vincent to gain the confidence of both the bid team and our Prime Contractor and manage their output to success, whilst allowing myself to focus on the commercial aspects of the bid.

Following successful delivery of the bid and demonstration, Vincent orchestrated a Lessons learnt session in order to capture the strengths and weaknesses of our

approach. This was also carried out in a professional and impartial manner, using experience gained by him on other Thales programmes.

Overall, Vincent contributed to the timely delivery of what we now expect to be a successful bid, under difficult circumstances and with little time for familiarization. I have no hesitation in recommending him to anyone for a similar role, and would do so again myself, should the circumstance arise again.



Colin Robinson
Director, Defence Tactical Communications,
Thales Land & Joint Systems