

Notes on the authors

Stewart Barnes is founder and Managing Director of QuoLux, which is a privately owned company that is a specialist in leadership and strategic development working closely with small–medium sized enterprises (SMEs), improving their productivity and profitability. Stewart has over twenty-five years' experience of leading, growing and developing a variety of private businesses in different markets in different countries, transforming organizations and their performance. QuoLux delivers the LEAD, GOLD and GAIN programmes to owner/managers of SMEs. Stewart is a Board director and trusted advisor to a number of SMEs.

Stewart is researching his PhD on the Leadership of Innovation and has an MBA with Distinction from Lancaster University Management School where he first became involved with LEAD. Stewart is a guest speaker at various universities on leading change, employee engagement, innovation, positive psychology and strategic planning. His work on transformational change has been featured in a number of books, articles and Government best practice guidance documents. He is a regular blogger, sharing his insights and passions on his key areas of interest.

Steve Kempster is Professor of Leadership Development and Director of the Lancaster Leadership Centre at Lancaster University Management School, Visiting Professor at Bristol Leadership Centre, UWE and a Board Director of the International Leadership Association. Originally an owner/manager of a surveying practice, Steve joined Lancaster University in 1992. With a PhD in Leadership Learning, Steve has published many articles and chapters on leadership and leadership development. In particular Steve's work has explored how managers have learnt to lead, captured in his book of the same title. In this work he illustrated the fundamental difference in leadership learning required for owner/manager development compared with employed managers. This research led to the joint design and development of the LEAD programme at Lancaster with Sue Smith.

Steve has been invited to give talks on leadership and leadership learning in the UK and various parts of the world including Lisbon, Brisbane and Gold Coast, Auckland, Montreal, Copenhagen, San Diego, INSEAD at Fontainebleau and Singapore. He has advised the Australian Centre for

Family Business on the design of a national programme for small business development.

Sue Smith is Director for the Centre for SME Development at the University of Central Lancashire where she is responsible for developing and delivering the business engagement strategy. Prior to this, Sue was Assistant Dean for Business Engagement at Teesside University and before that led SME growth programmes at Lancaster University Management School where she was the Director of LEAD and co-founder of LEAD along with Steve Kempster. During her tenure at Lancaster University, Sue led the roll-out of LEAD across England and Wales to over 2000 SMEs.

Sue has an extensive track record of university business engagement. She is passionate about how people learn to lead and manage and the real impact this can have on a business. Sue has designed and taught on many leadership development and entrepreneurship programmes for diverse learners in Higher Education from undergraduates and postgraduates to post-experience adult learners who do not traditionally engage with universities.

Her academic research focuses on two areas. The first is using social theories of learning to look at the impact of SME peer learning. The second is the relationship between universities, business and government and the impact this can have on the regional economy.