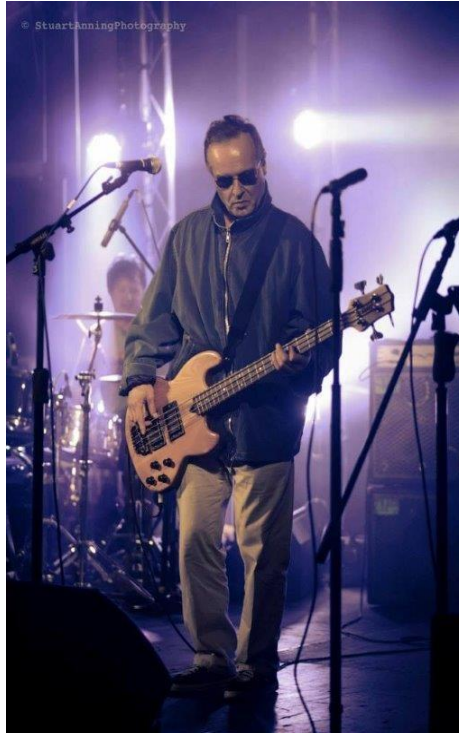


Spotlight on Nigel Pierce



1. What's your role at Peabody?

My role is to **support, develop** and **lead** my management team, so that they can fully function in all aspects of the operation at Charlton, have a structure to their own personal development and create exciting ways forward for Charlton's strategy as a subsidiary of Peabody.

2. What brought you to Peabody?

I am a musician by trade and worked for 17 years as a jobbing bass player both home and abroad as well as writing bass articles for the Guitar Magazine. On settling down, I worked in the community and prior to joining Charlton Triangle Homes, I worked with the long term unemployed. Having completed an MA in Management 2003, I joined Charlton, as a Community Regeneration Manager and now have the honour to lead the organisation first as the Director onwards and upwards towards our 25th Anniversary and beyond.

3. What are you working on at the moment?

Everything to do with remobilisation; Looking to get the best of what we did before lockdown, to working alongside the new ways of delivering our services and getting things done. I think it's important that we get the best of both worlds and provide an improved and more rounded offer to our tenants and residents.

4. What's one of your favourite things about this place?

People, people, people - tenants and resident included – we work in a people based industry, where what we do and say counts towards the overall service we provide and consequential satisfaction rates. My work colleagues both at Charlton and in the wider group represent strong teams and principled leaders all with a 'can do' attitude and as such are a pleasure to work with and really important to me.

5. Which of the Charlton/Peabody values means the most to you, and why?

For me its **Trust** and **Collaboration** as they go hand in hand; you cannot have one without the other. Trust in individuals, teams and colleagues allows for greater and more meaningful collaboration leading to better outcomes for the organisation and ultimately for our tenants and residents.

6. What makes you smile?

My Daughter recently subscribed to 'Disney +' which has every Simson episode from the very beginning - that's my entertainment sorted for the foreseeable.

7. Tell us about your home.

We live as a family of five in a house on 3 floors. During the lockdowns we had three people working from home, so my once safe, secure and quiet place to live became the opposite as a temporary industrial unit with computers, phones, printers and video conferencing going on all day as we endeavoured to get through to the other side of lockdown.

8. Tell us something about you that we might be surprised by.

Richard Branson (Virgin Group) did a stage dive off our stage whilst we were playing 'Country House' by Blur. We played a number of gigs and festivals for Virgin including Richard Branson's famous house party weekends at his home in Oxfordshire. He once invited an entire neighbouring village to the party as a way of placating them over noise nuisance complaints. The parties lasted all three nights over two weekends so there was plenty of noise to complain about, but they were really good fun for the thousands of people who attended.

9. Favourite...

Drink; whiskey – Irish or a Scottish single malt is my preferred tippie

Band/singer /composer: My tastes are fairly eclectic, I think Dylan has the edge lyrically, but anything that has something to say or is played well normally gets my attention. Bass players it's got to be the Godfather of all bass players; James Jamerson – famous for nearly all the Motown hits, as well as the namesake of a mighty fine Irish whisky, Bootsie Collins for pure flamboyance, T Bone Wolk for his melodic and soulful lines on all Hall & Oats hits and of cause, Jaco Pistorius for pure virtuosity & tone.

Film/book: I love reading and have always got something on the go – Scandi thrillers are a favourite and anything historical gets my vote.

Films - I particularly enjoyed Jojo Rabbit recently for its use of humour to address some serious issues, its historical accuracy and fantastic cinematography, made me laugh out loud at the time and reflect for a long time afterwards.

Football team/sport: At junior level, I played in the school football team until I went to secondary school and discovered art and music where my form tutor, disgusted by my lack of enthusiasm for sport, once remarked

“ if breathing wasn't a natural function he would stop! ”

Given Charlton Triangle Homes close proximity and partnership working with Charlton Athletic FC, it would have to be them, as anyone else, and in later life I have become a little more enthused by what sport can achieve both individually and collectively.

Dream place to live: I could live anywhere - as long as I have my family and friends close by. I have travelled and lived in several places, over the years and as I have got older, I have learnt that people matter far more to me than places.