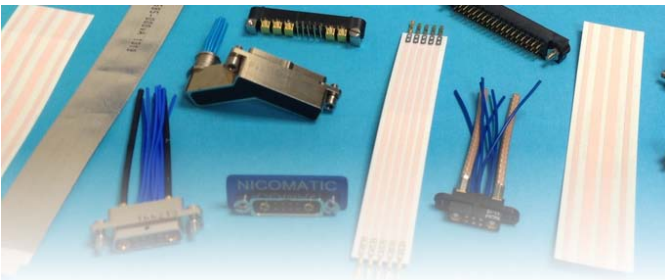





**Dave Fisher**  
 Nicomatic  
 Berkshire UK & Warminster, PA  
 Member Since: 2008

*“Joining TAB revitalized my thinking with new ideas and suggestions.”*



It's not often that a TAB member has the opportunity to experience two different boards, in two different countries no less. As Dave Fisher discovered, TAB membership is valuable no matter what side of the pond your business is on.

Dave is General Manager of the US subsidiary of Nicomatic SA, a manufacturer of electrical components with headquarters in Eastern France. He started the subsidiary, located in Pennsylvania, in 1998 and after 10 years of substantial growth, found that the company was stagnating. In order to try and get some new perspective and ideas, he joined TAB in 2008. “Things were going well but I started to feel we were a bit stagnant,” he recalls. “No new managers were coming in and we were doing things the same way we always had – and although we were still doing well, I knew we could be even better. Joining TAB revitalized my thinking with new ideas and suggestions.”

In 2013 Dave was charged with the opening of a new facility in the UK, evaluating the market, meeting customers, identifying what needed to be done, and then hiring and training a manager to replace himself. He took on the challenge eagerly, bringing his wife and daughter to the UK.

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In preparation for the move, Dave discussed the challenges with his TAB board. One of the suggestions was to join a TAB board in the UK to help him with the transition. "It became obvious that I probably needed TAB in the UK more than at home," he admits.

Once in the UK, Dave met with a newly formed TAB board and soon joined. His board was able to advise him on a number of fronts - from finding an accounting firm to outsourcing human resources, and generally resolving specific queries about operating in the UK.

One challenge he hadn't anticipated, since terms are different in the US, was that the candidates for his managerial position would generally have to give three months' notice to their current employers, meaning that getting someone on board would take longer than anticipated. Opening a UK bank account was another major obstacle. Even though Nicomatic has a 35-year history, eight subsidiary offices, and a solid client base, banks still felt the company was "too risky" due to some of the industries they work with. "My TAB board was able to forewarn me of these types of obstacles and help me to find ways to overcome them," said Dave.

After returning home to the US, Dave will re-join his former board and will have a host of new lessons and experiences to share with the group. He will be working to improve the environment at the company. "We're trying to change the culture so that employees take on more responsibility and give them the power to make more decisions," he says.

While Dave is sad to be leaving his UK TAB board, there's no doubt his previous US board will welcome him home and be ready to help again – and hopefully embrace his findings from his UK TAB board.

“ My TAB Facilitator was phenomenal and the TAB way of facilitating keeps meetings moving but allows important issues to be explored.”



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### About The Alternative Board

The Alternative Board® (TAB) helps forward-thinking business owners grow their businesses, increase profitability and improve their lives by leveraging local business advisory boards, private business coaching and proprietary strategic services.