

**IAN R DOUGLAS**  
**Managing Director**  
**P-Global Ltd. trading as PHOENIX GLOBAL LTD**



**PHOENIX GLOBAL**

LEISURE DEVELOPMENT CONSULTANTS

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## SUMMARY

**Phoenix Global provides management services and strategic advice to the hospitality, destination resort, meetings and leisure industry.**

International Resort and Hotel industry executive with 25 years' management experience including global development, strategic competitive bid processes and new business enterprise establishment. Extensive geographical insight as a result of working and living in South Africa, Singapore, and the UK. Extensive business conducted in the USA (NY; Florida; California); the UAE, the Bahamas, Western Europe, Indian Ocean islands (Mauritius and The Maldives), Morocco and Mexico including many business scouting trips to emerging and other key markets.

Key projects include Atlantis The Palm in Dubai; Mazagan Beach Resort in Morocco; the Singapore Sentosa Integrated Resort bid; and in Cape Town: One&Only Resort, the Cape Town International Convention Centre, GrandWest Casino and Entertainment World and various other projects.

Strategic, pro-active and results oriented business partner focused on delivering tangible value. Proven leadership and stakeholder management skills.

**CORE COMPETENCIES:** Bidding for Projects; Business Establishment; Hotel and Resort Development; Project Assembly and Management; General Management; Leadership / People Management; Marketing and Public Relations Management.

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## EXPERIENCE

➤ **Executive Officer – SK Hospitality Ltd. (April 2014 - present)**

Management of the private office of Sir Sol Kerzner (KCMG) based in London. The Kerzner family interests in Kerzner International were sold in April 2014 and Sol Kerzner is no longer involved with Kerzner International Holdings or their group companies.

SK Hospitality Ltd was formed immediately following this sale - a company based out of London pursuing consulting and resort development opportunities in the leisure industry in selected key markets. My role was to manage this office, which combined management of a family office with managing the business, investment and consulting opportunities presented to Sol Kerzner in his post-Kerzner International life.

➤ **Executive in the office of the Chairman - Kerzner International (January 2008 – April 2014)**

Working closely with the Chairman of Kerzner International, Sol Kerzner, on all new developments undertaken by the company and the daily running of the organisation, including sourcing and assessment of new opportunities and the co-ordination of all planning and development of new properties for Kerzner through the Atlantis, One&Only Resorts and Mazagan Beach Resort brands. Working in the UK, USA (NY; Florida; California); the UAE, the Bahamas, Europe, South Africa, Indian Ocean islands (Mauritius and The Maldives), Morocco and Mexico including many business scouting trips to emerging and other key markets.

➤ **2004 – 2006 / Executive Development Director – Singapore Kerzner International Limited**

Leadership, co-ordination and management of the bid to the Singapore Government for the development of an US\$3.4-billion Frank Gehry-designed international destination resort in Singapore on Sentosa Island. Kerzner International partnered with Singapore property giant, CapitaLand in submitting this bid.

The Singapore casino project tenders attracted the largest and most competitive bids ever received. The comprehensive bid addressed all aspects of this major project: legal, financial, HR, marketing, PR, concept and project design, construction scheduling and project management, resort programming, partnership development, operations planning, problem gaming management, probity. The bid response was submitted to the Singapore Government in October 2006. In December 2006 the bid was awarded to the Genting / Resorts World consortium (who were competing with Kerzner). *(The bid was not successful due, I believe, to tragic circumstances for Kerzner which occurred at the time of the adjudication of the project.)*

➤ **2000 – 2005 / CEO – Cape Town International Convention Centre Company (Pty) Ltd. (“Convenco”)**

The Cape Town International Convention Centre Company (Pty) Ltd (“Convenco”) was set up jointly by the Western Cape public and private sector to build and establish an International Convention Centre in Cape Town. The CTICC commenced trading on 1<sup>st</sup> June 2003. Management of: company formation, professional team competitive tender and contracting, funding procurement, construction and project management, operator negotiation and contracting, hotel partner procurement, government liaison, general management, and ensuring the CTICC traded strongly and successfully from the get go. The project was delivered on time and on budget and is one of the most successful convention centres in Africa - consistently delivers economic benefits to the Cape Town and Western Cape community.

➤ **2002 – 2005 / Member – Greystone Trading 646 CC (2002/030602/23) trading as “The Phoenix Partnership” Business Management and Strategic Communications Consulting**

The Phoenix Partnership was formed in July 2002 by myself and a colleague - Wendy Masters - as a management consultancy specialising in business management and strategic communication. The Phoenix Partnership provided project management and communication support to tourism infrastructure development projects.

➤ **2004 – 2005 / Advisor to Kerzner International Limited on the University of Johannesburg School of Tourism Hospitality & Leisure (and Chair of Tourism & Hospitality Foundation)**

Representing Kerzner International and the Kerzner Family in the challenge to build a new campus at the University of Johannesburg for the School of Tourism & Hospitality. Establishment of a world-class public education facility with capacity for 1,000 students, the STH was largely funded by Kerzner as a bequest to tourism education in South Africa.

➤ **2003 – 2004 / Consultant – Leader of Dreamworld Film Studios Project / (Cape Town Film Studios) bid to the Western Cape Provincial Government and City of Cape Town**

I was commissioned in April 2003 by the Dreamworld Film Studios consortium to lead the assembly of their successful bid to the Provincial Government of the Western Cape and City of Cape Town for the development of a film studio in Cape Town, covering all aspects of the competitive tender: legal, financial, HR, marketing, PR, project design, construction scheduling. In February 2004, Dreamworld were selected by the government and the studios were then developed.

➤ 2001 – 2002 / **Manager of the Cape Joint Marketing Initiative (JMI).**

Lead an initiative to align the Provincial and Local Government's tourism, trade and investment marketing efforts. (This role ran concurrently with the CTICC role outlined above).

➤ 1997 – 2001 / **Executive Director – SunWest International (Pty) Ltd.**

Leading the establishment of the company SunWest International and the assembly of their successful bid for the Cape Town Casino License, including the ZAR2-billion GrandWest Casino Project. Leadership and co-ordination of all aspects of the competitive tender: legal, financial, HR, marketing, PR, concept and project design, construction and project management, resort programming, partnership development, operations planning, problem gaming management, probity.

➤ 1995 – 2001 / **Regional Director – Development – Sun International**, division of Kersaf Investments Ltd. (Western Cape).

➤ 1993 – 1995 / **Business Development Manager - Safren Ltd**

➤ 1989 – 1992 / **Marketing & Business Development Manager – Rennies Group Ltd**

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**PAST EXPERIENCE** (*with relevance to managing large projects*):

My track-record includes global leisure project development, competitive bid processes, meetings industry projects and new business enterprise establishment. I worked with visionary global developer Sol Kerzner, and was involved in day-to-day operations and development of all Kerzner International properties through its affiliated companies. This included the economic analysis, sourcing and assessment of new development opportunities and the subsequent coordination, planning and development of new properties for Kerzner International through the Atlantis, One&Only and Mazagan brands.

Ian's experience in the global tourism industry spans twenty-five years working with companies such as Kerzner International, Sun International, SunWest and SK Hospitality. His core competencies include:

*Bidding for Projects  
Business Establishment  
Hotel and Resort Development  
Project Assembly and Management  
General Management  
Leadership / People Management  
Marketing and Public Relations Management*

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**WEBSITES**

PHOENIX GLOBAL  
[www.phoenix-global.co.uk](http://www.phoenix-global.co.uk)

Ian Douglas  
<https://uk.linkedin.com/in/ianrdouglas>  
[www.whoswho.co.za/ian-douglas-2816](http://www.whoswho.co.za/ian-douglas-2816)

Kerzner International (January 2008 – April 2014)

[www.kerzner.com](http://www.kerzner.com) / [www.atlantisthepalm.com](http://www.atlantisthepalm.com) / [www.atlantissanya.com](http://www.atlantissanya.com) / [www.oneandonlyresorts.com](http://www.oneandonlyresorts.com) / [www.mazaganbeachresort.com](http://www.mazaganbeachresort.com)

CEO – Cape Town International Convention Centre Company (Pty) Ltd. (“Convenco”) (2000 - 2005)

[www.cticc.co.za](http://www.cticc.co.za)

Member – Greystone Trading 646 CC (2002/030602/23) trading as “The Phoenix Partnership” (2002 - 2005)

Business Management and Strategic Communications Consulting

[www.phoenixpartnership.co.za](http://www.phoenixpartnership.co.za)

Advisor to Kerzner International Limited on TWR (University of Johannesburg) School of Tourism Hospitality & Leisure and Chair of Tourism & Hospitality Foundation. (2004 - 2005)

[www.uj.ac.za/faculties/management/School-of-Tourism-and-Hospitality-STH](http://www.uj.ac.za/faculties/management/School-of-Tourism-and-Hospitality-STH)

Consultant – Leader of successful Dreamworld Film Studios Project “Bid” to the Western Cape Provincial Government and City of Cape Town. (2003 - 2004)

[www.capetownfilmstudios.co.za](http://www.capetownfilmstudios.co.za)

Executive Director – SunWest International (Pty) Ltd. (1997 – 2001) [www.suninternational.com/grandwest](http://www.suninternational.com/grandwest)

Regional Director – Development – Sun International, division of Kersaf Investments Ltd. (Western Cape). (1995 – 2001)

[www.suninternational.com](http://www.suninternational.com)

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## BIOGRAPHICAL

### BORN

Johannesburg - 10 December 1961

### QUALIFICATIONS

Work authorisation: EU as UK Citizen and Passport Holder

Languages: English (fluent), French (good), Afrikaans (good), Latin.

1992 **MBA** from **University of Cape Town**, South Africa

1989 **MA** in Politics, Philosophy & Economics from **University of Oxford**, United Kingdom (Worcester College)

- Second Eight College Rowing Team
- Captained University Second Golf Team
- Member of Vincent’s (Oxford Blues Sporting Club)

1986 **BA** (Legal) from **University of Cape Town**, South Africa

- Chair of University of Cape Town Rag (CSI Fundraising) Committee
- Abe Bailey Scholarship – single winner for University of Cape Town
- Head Student of Smuts Hall
- Elected single Fellow of Smuts Hall

2003 Golden Key Award (International top academic award)

2004 Order of the Disa: Member (Civic honour conferred by the Office of the Premier of the Western Cape Provincial Government, SA)

### SCHOOLING

St Stithians Preparatory School, Randburg, Johannesburg, Gauteng (1968 - 1974)

Hilton College, Hilton, Kwa-Zulu Natal (Standard 6 to post-matric – 1975 - 1980)

- First class matriculation exemption
- English (GCE) A levels in English, French & General
- School Prefect / Head of House (Newnham House)

