

IPIM meeting 24 August 2026: Action minutes



Meeting convened via Zoom

Present: James St Ville (IPIM Chair), Clair Curran (IPIM Secretary), Gordon Harris (IPIM Treasurer), Andrea Brewster (Lead Executive Officer), Ese Akpogheneta, Alicia Chantrey, Lesley Evans, Michael Silverleaf

Apologies: Robert Andrews

Lead Executive Officer (LEO) succession planning

This meeting had been convened to discuss plans for replacing Andrea when she steps down from the LEO role at the end of 2027.

Andrea had produced a briefing note beforehand, which set out options for recruiting and appointing a successor, alongside suggested timetables for reducing her hours and managing executive team workloads.

The meeting focused on higher-level issues rather than their detailed implementation. These included general requirements of Andrea's successor, opportunities for evolving the current executive and management teams, options for the appointment of a successor, and potential impacts on IP Inclusive's structure.

A number of options for replacing Andrea, along with their pros and cons, were discussed. It was agreed to share the preferred ones with executive team members Anne Burgato and Helen Smith, and that they should be invited to participate in further discussions at IPIM's 22 September strategy meeting (at which they would in any case be present).

Action: - Andrea to discuss the preferred options identified by this meeting with Anne and Helen, and to invite them to participate in the relevant session at the 22 September meeting.

Date of next meeting

- Tuesday 22 September 2026, 12 – 5 pm, in person with online option
 - Venue: Associated British Foods, 1 Bayley Street, WC1B 3HB