



James Dickaty honed his managerial skills as a submariner in the Royal Navy; clear communication was key in such an environment. Now working at the Sellafield nuclear reprocessing site, he is taking on the challenges of a highly regulated workplace

**What inspired you to become a Chartered Manager?**

In the Navy, Chartered Manager was the preserve of commissioned officers, so it was out of my reach. I was sore about that as I felt I had what it takes. So it was always on my radar. When I left the Navy, I noticed many of my engineering colleagues had an MBA. Chartered Manager seemed like a practical application of the MBA without the need to go back to university.

**How did you find the process?**

As a Chartered Engineer I was able to take the qualified route to become a Chartered Manager and I had been a fellow of CMI for a couple years before getting Chartered. I wanted to use the process as a development tool, so I put it into my performance management targets and created a development plan.

**How has being Chartered helped you in your career?**

Managers in industry, as opposed to the military, are agents of change. The hardest thing to do in a heavily regulated, process-driven industry is to deliver positive change quickly and safely. Chartered Manager has given me the confidence to do that, and engage with stakeholders. And it provides me with the credibility to interact with outside contractors.

# The change-maker

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