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Executive Search & Board Advisory

10 PERSPECTIVES ON LEADERSHIP



"If you see the President, tell him from me whatever happens there will be no turning back" Ulysses S. Grant

Blenheim Partners is an international Executive Search and Board Advisory firm and are privileged to work with leading executives.

Please find some differing perspectives on leadership from those we have worked with:

1. Connection with people

Business leaders have a strategic mindset, and surprisingly often great attention to detail and a work ethic second to none. They recognise that business is about people. Leaders know the value of connecting with customers, key stakeholders, and most importantly their executive team. Great leaders take time to connect with every member of their organisation, from the Chairman to the backroom staff members. This allows the leader to understand the group and tailor their communication to each segment of the business. Leaders engage and influence to motivate, accelerate and to achieve their set goals for the business.

2. Clear in their mission and the behaviours they expect

Leaders provide their executive team with a vision and what they expect from the individuals in the executive team. Leaders align the team to purpose and need to know they can trust their team to uphold the same values and focus. Leaders go to battle with those they can trust.

3. Leaders seize opportunity

Leaders seize opportunity. They put their ideas forward. They are not afraid to stand up with conviction and pursue their goals, even if it sometimes may be at odds with previous company history, market sentiment or industry norm. They recognise they can only achieve their goals through their team. The outstanding leaders are able to engage and motivate their team to perform beyond their own individual expectation.

4. Leaders do not lose focus

Leaders do not get side tracked, they remain true to their goal and encourage their team to remain focussed. They build a level of commitment and unity which allows them to achieve at pace whilst dealing with the day to day requirements.

5. Leaders inspire and are resilient

Leaders build teams to go to war with their competitors. They rely on trust and inspire their executives to perform beyond their capability. They realise driving an agenda may be met with resistance from staff, external stakeholders or market forces. They not only have to inspire, but hold true to their course, and display the necessary resilience and character against at times, many non-believers. They have to display steely resolve and if need be, deliver with ruthless conviction.

6. Trust and accountability

Leaders cannot lead, unless they have a team that respects them and each other. The common denominator is respect and trust. Each executive has to trust the other to execute their role. There has to be a belief in the management's capability and trust that each executive will fulfil their role. Trust and accountability are key.

7. Leaders resolve issues

The leader must ensure that the executive team is a team, and that there is alignment to the goal. They need to challenge their executive and encourage them to raise their performance. The leader knows one bad piece of fruit left in the box will turn the others bad quickly. A leader has to resolve any conflict and set the tone for the good of the whole organisation. They have to make the tough calls on people.

8. Leaders must communicate

Leaders need to communicate regularly. They need to keep the company vision and values top of mind to their executive team. They have to have regular dialogue with customers, the Board, the press, the government, and all key stakeholders.

Leaders not only need to communicate their vision, they need to be able to negotiate outcomes, deals and terms that will help the growth of the organisation. The ability to engage and influence, to help change other people's perspectives or understanding is a key requisite of a leader.

9. Leaders cannot do it alone

True leaders spend time in building the very best executive team and will not risk hiring new executives who cannot raise the standards in the role and who cannot provide something to the organisation. No leader can do it alone. They put the team first and will at times have to be ruthless for the good of the team.

10. Leaders create the spark

Leaders need to have the energy, and create the spark to inspire their leadership team to impact the culture. They have to arouse the emotions and ignite all to perform and to rise to the challenge they have set for the company. They have to build unity, focus, a clear purpose, and a set of corporate values.

Gregory Robinson, Managing Partner, Blenheim Partners, "The great business leaders have the edge, they have a personal connection and they inspire."

BACKGROUND

Blenheim Partners specialise in:

- Executive Search;
 - Non-Executive Director Search;
 - Board Strategy and Structure Consulting;
 - External Succession Planning; and
 - Executive Re-Engagement / Transition.
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Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

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