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Executive Search & Board Advisory

A DIGEST OF ONE LEADER'S KEY COMPONENTS OF SUCCESSFUL LEADERSHIP



- At the very beginning ensure that you are really clear on what success means and looks like
- Through it all and everything you do ensure that you are being true to yourself and your values/ethics
- Leaders never achieve something on what they personally do – they simply don't have the bandwidth to
- Success is achieved by having people alongside you that share the vision, share the commitment and want to work with you and want to achieve that common goal
- So, the aim is to gather people around you who:
 - Are committed to the task
 - Have the capabilities necessary to do their tasks; and
 - Work together towards the common goal
- To get the best out of your people you need to set an environment of support by education and training and by inspiration and commitment to enable them to bring forth the best of what they have to give
- Helping others develop their own careers is an essential component of generating loyalty, commitment, effort and engagement
- Success is deserved and earned. The fundamental thread is doing the job better than anyone else, which can be observed in better effort, better application etc

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- Integrity of leadership where people feel that they can both trust you as the leader and believe in your judgment
- An openness of style that encourages and provides the opportunity for people's to comment and contribute to the vision for the future and the journey along the way is an enormously important process to achieve that goal
- A willingness to take risks and be entrepreneurial

Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

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.

Confidentiality

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