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Executive Search & Board Advisory

## WHY GUTS COUNTS

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*"If everyone is thinking alike, then somebody isn't thinking"* George S. Patton, Jr.

Leadership is not an easy task. It requires some tough calls. Churchill said, "courage is rightly esteemed the first of human qualities because it has been said, it is the quality which guarantees all others." He is correct.

We don't hear the word much in business vocabulary, but it captures the essence of what sometimes needs to be said, to be done, to be changed, and to be delivered.

Leaders are paid the big dollars to make change, and to deliver results. If they do not deliver, they have to pay the price. One could also argue if the CEO fails, has the Board also failed?

As a leader, you need to do exactly that, lead. You will need vision, empathy, collaboration, balance, resilience, and courage to lead in an ethical and value focused way. You need to have the courage to show the way, not just ensure the revenue, profits and return on investments, but the purpose for the company. Why is the company staff giving up many hours of their life to work here? Have the courage to present a purpose.

They need to have the guts to clear out the non-performers, who bring everyone down with them, and who force the A+ people to depart.

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They need to have the courage to stand up and inspire those around them, and they need to have the courage to break traditional mindsets. They need to show to those who have been in the company for 25 years and for those just starting, why they should be here. They also need to express that their role counts, that what they contribute means something to them as a leader, to the company, and for the purpose of why we come to work.

To do this, you need drive, energy, integrity, a vision, a passion, a clear purpose and courage.

Courage doesn't descend upon leaders during their sleep, it comes throughout life. Everyone will face fear, courageous people face fear but have the ability to act in spite of it. The courageous person has been building their bank of courage, it has come over time, it has to be developed and exercised, not left to remain dormant. We are regularly called upon to make decisions, some less fearful than others, but as we begin to make more, we build our bank of courage. Courage is the enforcer to our value system. It ensures integrity, honesty, determination, resilience, compassion and humility are able to exist in the face of fear and difficult circumstances.

At times, guts is needed to do what as a leader, you know is right. You know you may receive criticism, you know there will be potential discord, you know there will be tension, you know there may be difficult times ahead, but, that's why a leader is there – to show the way, to have the guts to deliver on your values, and to give everything you have, as others are relying on you to deliver what they are unable to do.

## 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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