



blenheim partners

no limitations

Executive Search & Board Advisory

LEADERSHIP IDEALS FROM SPECIAL FORCES



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

1. Inspire up and down.

Being a good leader involves instilling confidence in your subordinates and your superiors. It is about dealing with the unexpected and stepping up to the challenge.

2. Success relies on its leader.

There is only one leader. The leader pulls the team together, removes the infighting and focuses the individual efforts on the specific goals. The team's success is dependent on the leader.

3. Reduce the risk.

Leaders have to demand as much information as possible, formulate and share the plan, then make the decision, limiting the risk of damage. This could apply to a company restructure, an acquisition or entering a new market.

4. Prepared to make decisions.

Leaders will have to make decisions and will need a framework guide for consistency. They are the leaders for the very reason that they have to make the decisions. Sometimes we may delay decisions because we are trying to mitigate a certain reaction, even though deep down we know it is the right decision. Cut through and make the call.

5. Encourage and hold standards.

Be approachable as a leader, listen to your subordinates ideas, thoughts, disagreements, alternative views, but hold the line on standards. Not complaining about hard work and a relentless focus on achieving a goal is what is expected at the elite level. To waiver is to break the standards. Either turn those around who cannot match the standards quickly or cut them loose. Standards are not meant to be broken.

6. Calm under pressure.

Leaders are there to inspire confidence, to take people beyond where they thought they could get to. Leaders who lose their temper lose respect, but at the same time people don't want to follow a lifeless robot. Leaders can't establish a relationship with the team if they never express frustration, sadness or anger. Humility is important; good leaders are humble.

7. Trust.

Trust is crucial; it is leaders having confidence in their team, it is their team not letting down their leader. It is the relationship that comes through during times of crisis, long hours and pressure.

8. Teamwork.

A leader is only as good as the team, and the team needs a leader. The team is selfless, it is focused top down to achieving the goal. It is the comradery of going beyond what is expected for each other, it is looking out for each other, it is everyone being accountable and delivering in their roles.

Gregory Robinson, Managing Partner, "To perform at the highest standards in the corporate world one could benefit from applying some of the SF leadership qualities. Trust and teamwork are essential ingredients which benefit the whole."

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.

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