

advancing business through people

A pair of dark-rimmed glasses is shown from a top-down perspective. The lenses reflect a cityscape with various buildings and structures. The background behind the glasses is a blurred, bokeh-style image of a city at night with lights.

holmes noble

Consulting and Leadership Development

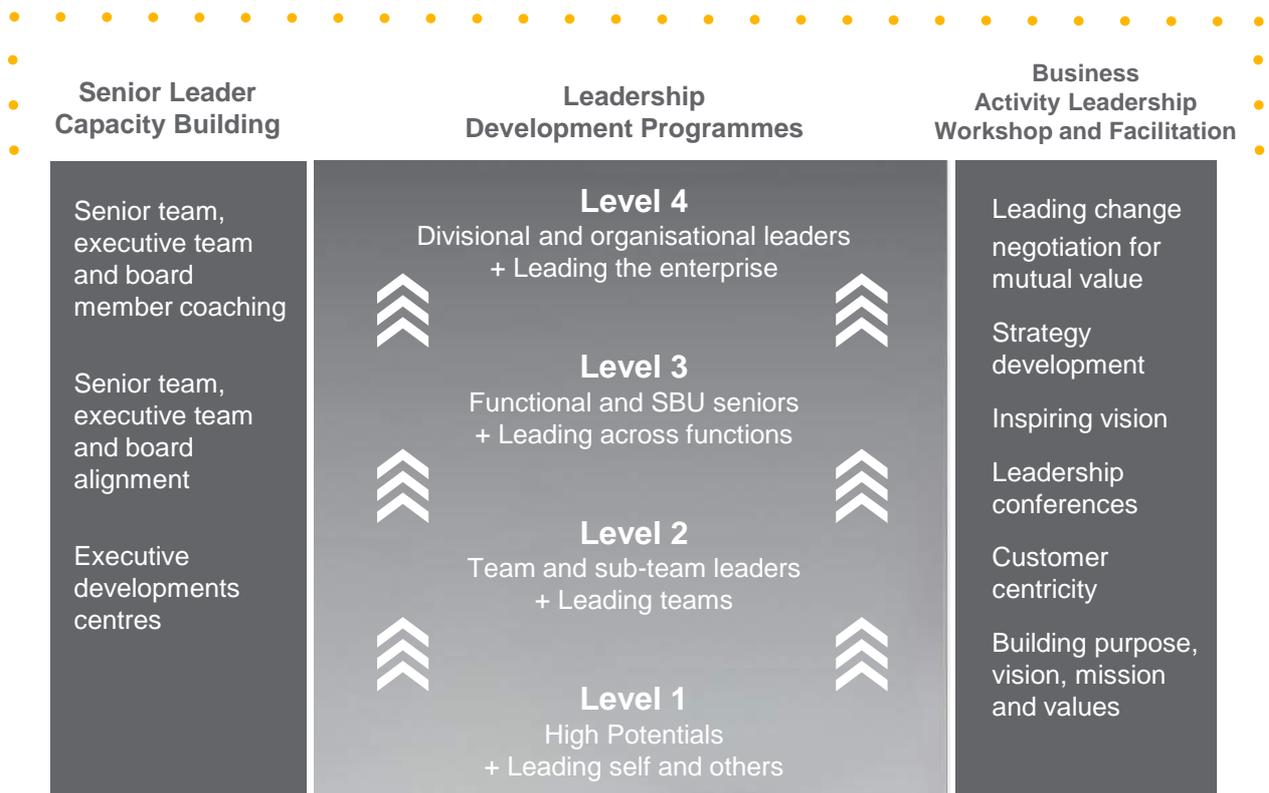
Executive and Organisational Development

It's well documented that the things that are important to people, in their professional lives are autonomy, mastery and purpose.

Holmes Noble Consulting helps build the leaders, teams, organisations, and cultures of clients that need to reinvigorate themselves to meet and exceed the highest expectations for performance.

From assessing and developing leaders, ensuring the effectiveness of teams and organisations, to giving clients the tools they need to shape productive, effective cultures, Holmes Noble is focused on one thing: advancing businesses through people.

INSPIRE | FOCUS | ENABLE | REINFORCE | LEARN



Coaching Through the First 100 days

PURPOSE

- Accelerate 'time to value' for executive hires
- Improve retention rates
- Improve inter-team relationships
- Build a reputation as an 'employer of choice'

STAKEHOLDER

- **Commissioner:** Internal programme owner sets out programme goals
- **Coachee:** The individual executive who receives coaching
- **Coach:** The executive coach runs the coaching sessions

INPUTS

- Standard new employee briefing asset
- 100 day 'templates' as appropriate/available

OUTPUTS

- **Follow up actions:** Agreed between commissioner and coachee

APPROACH

- Scope and ideal outcomes agreed by commissioner and coachee
- **Non-directive coaching:** Coachee retains ownership of topics, process and actions
- Commissioner and coachee hold review meetings throughout the process

COMMON TOPIC AREAS

- Setting the stage in your first week ensuring an appropriate start is made with your new internal network
- Navigating the relevant power structures, politics and preferences of the senior team
- Determining your team dynamic
- Managing a relationship with the internal candidate for your role, your direct reports, peers and others
- Clarifying and negotiating expectations of your role, or the roles of direct reports and others
- Milestones at 30, 50, 75 days
- Ways of understanding the business, it's offerings, competitor environments, customer perceptions and challenges

Our Approach Mitigates Failure

Leadership Development



Common reasons for failure:

Reliance on abstract and generalised cases not relevant to delegate situations and realities

Focus on 'difficult to action' aspects of leadership theory such as charismatic and trait theory

Passive 'listen and learn' teaching methods unsuitable to adult learning preferences

Reliance on leadership training events fails to embed learning and normalise effective behaviour

Business Transformation and Improvement



Common reasons for failure:

Focus on technical skills over people influencing skills fails to overcome 'resistance drag'

Stakeholder perspectives and needs not addressed; lack of internal, customer and supply stakeholder alignment.

Lack of 'systems thinking' fails to address related dynamics and issues hindering change

Theory and models not connected to real and present business needs; ability to apply is compromised



The approach overcomes typical causes of failure:

Focus on delegates 'real and present' business issues and opportunities

Focus on teaching awareness and effective leadership behaviours

Learning journeys provide multiple opportunities to practice and apply learning over time

Hands on and challenging teaching style 'learning on the edge'



The approach overcomes typical causes of failure:

Focus on influencing and inspiring multiple stakeholders and audiences

Uses a whole systems orientation to address wider implications of change

Builds tight stakeholder alignment by supporting wider co-creation of transformed state

Activates change and strategy theory through hands on, interactive application to specific issues and opportunities



The Integrated Approach

Our Consulting Leaders



Amy Speake | Partner

Amy has over 15 years experience in executive search and began her career within Banking, working for the European division of a US head-hunting firm. She joined Holmes Noble in 2007 to develop the global Infrastructure Practice where her clients ranged from multinational and listed organisations through to regional and privately held SME businesses and start-ups.

Amy is also a capital development committee member at Town Hall Symphony Hall. Alongside her consultancy remit, she is responsible for the strategic direction of Holmes Noble's Energy, Infrastructure and Transport Practice.



Wayne Carson | Head of Practice

Wayne has over 30 years experience in the public and private sector. He is part of the senior team at Holmes Noble and practice lead for its Consultancy Services. He has a passion for Occupational Psychology, works with Boards, Executive teams and senior managers. A certified Hogan Assessment and Advanced Feedback practitioner, Wayne is a member of the British Psychological Society and coaches and mentors' leaders and managers across all of the sectors Holmes Noble operate in.

Wayne built and successfully exited the professional services company that he founded working across infrastructure, property and insurance sectors in the UK.

Before working in the private sector, Wayne had a 12 year military career with the Royal Air Force serving in; the first Gulf conflict, peacekeeping operations in support of NATO in the Former Yugoslavia and Bosnia, global operational deployments including the Falkland Islands. He then went on to join the West Midlands Police Force, where he completed his tenure as an Intelligence Officer supporting the fight against local organised crime groups.



Dr. David Kearney | Chartered Director, Chartered Psychologist

David has over 25 years of consulting and facilitation experience with global and international companies across Europe, North America and Asia-Pacific in a variety of sectors: aerospace, construction, defence, energy, financial services, IT solutions, pharmaceutical, retail and transport.

He is a Fellow of the Institute of Directors, and of the Institute of Business Consulting, and is an Associate Fellow of the British Psychological Society. David works closely with Holmes Noble's executive team to deliver their broader consultancy services.

Who we are

Holmes Noble is an executive search and consulting firm that prides itself on being different, thereby standing out from the 'herd'. Founded in 2005 by the Chief Executive, Michelle Carson-Williams, because she wanted to provide a more strategic and partnership based service to her clients, where the industry had been known to be very transactional in nature. To this day, the DNA of the firm is permeated with this desire. Consequently, not only does the firm provide executive search, it offers a complete portfolio of services, including leadership coaching and development, and interim management.

All organisations, no matter which market or sector, depend on the right talent for the right role at the right time. This is no different at Holmes Noble. The Executive Team and Heads of Practice have been chosen because of their experience, reputation, sector and functional knowledge, and belief in the founding principles of the firm.

In today's world, where the right talent can propel a business to the top decile of performance, having the support of Holmes Noble means that you have the best talent partner by your side. Being an agile firm means that Holmes Noble is more flexible than the 'big six' of executive search; you can be assured of satisfaction because each and every one of our clients are important to us. We don't survive because of being in the 'big six' club, we thrive because of our commitment to our clients, resulting in repeat business as we become a trusted partner. Furthermore, as part of the INAC network, a strategic alliance of like-minded firms, Holmes Noble is able to offer a global presence and service.



(From L:R) Amy Speake | Rakesh Sharma | Michelle Carson-Williams | Caroline James Nock | Ben Gilbert



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