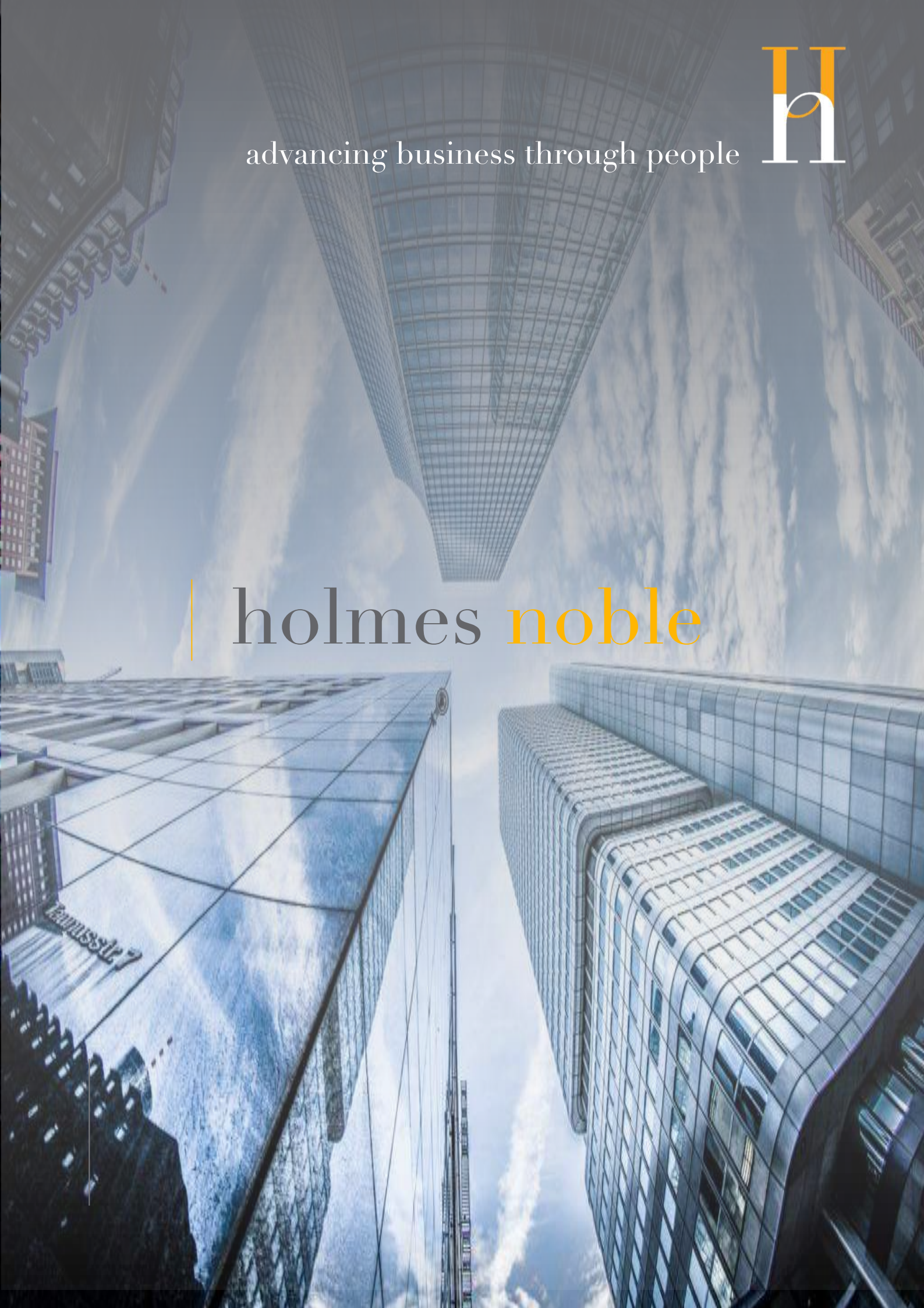


advancing business through people



| holmes noble



## 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, and 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.

## What we offer

<h3>Our Services</h3> <ul style="list-style-type: none"><li>▪ Executive Search</li><li>▪ Interim Management</li><li>▪ Assessment and Succession</li><li>▪ Market Mapping</li><li>▪ Talent Pipelining</li><li>▪ Executive Coaching</li><li>▪ Leadership Development</li><li>▪ Organisational Development</li><li>▪ Team Dynamics</li></ul>	<h3>Our Sectors</h3> <ul style="list-style-type: none"><li>▪ Industrial</li><li>▪ Manufacturing</li><li>▪ Life Sciences</li><li>▪ Infrastructure</li><li>▪ Transport</li><li>▪ Aerospace and Defence</li><li>▪ Logistics</li><li>▪ Energy</li><li>▪ Property</li><li>▪ Consumer</li><li>▪ FMCG</li><li>▪ Not For Profit</li><li>▪ Private Equity</li></ul>	<h3>Our Roles</h3> <ul style="list-style-type: none"><li>▪ Board</li><li>▪ Finance</li><li>▪ Legal</li><li>▪ Commercial</li><li>▪ Human Resources</li><li>▪ Marketing</li><li>▪ Engineering</li><li>▪ Procurement</li><li>▪ Supply Chain</li><li>▪ Information Technology</li><li>▪ Cyber Security</li><li>▪ Digital Transformation</li><li>▪ Operations</li><li>▪ Technical</li></ul>
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## Our way of working

Team orientated and client focussed, Holmes Noble provides a collaborative, committed and intimate retained consulting service. Agile and flexible, Holmes Noble choose to work with clients who echo our values of partnership, equality, integrity and rigour.

Taking a best-in-class approach, Holmes Noble actively listen and question whilst taking the initial brief, enabling a holistic understanding of the client's needs. The ability to capture and communicate culture as well as the requirement, means each project is tailored to the client's needs. Utilising sector and functional knowledge and extensive international contacts, Holmes Noble's consultants immerse themselves in the market, taking a considered course to identify, approach and unlock 'difficult-to-find', passive talent.

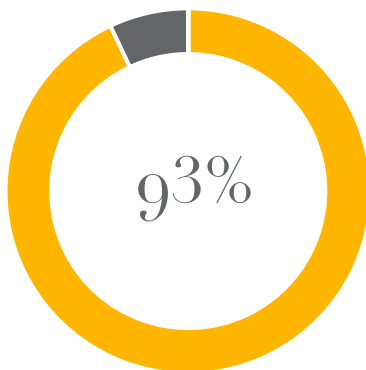
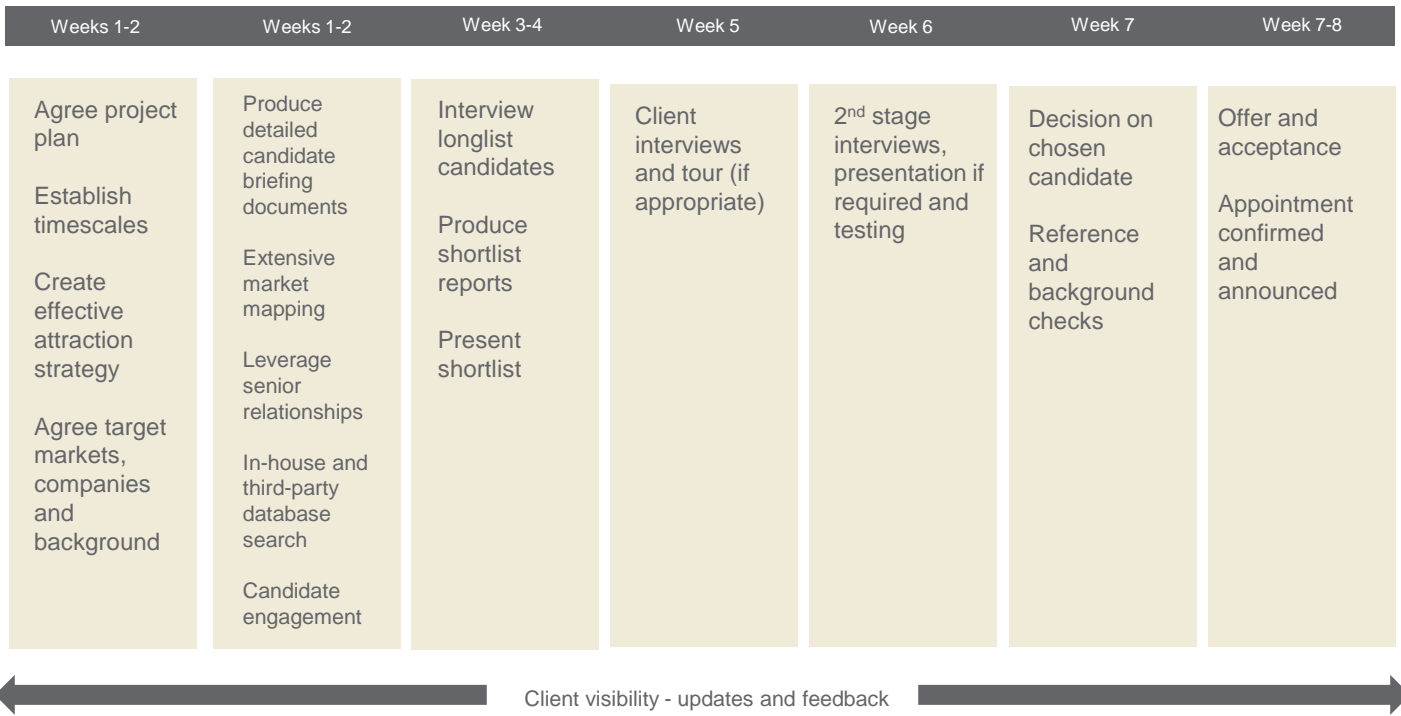
Holmes Noble's success is based on the enduring strength of relationships and its interests are firmly vested in the long term success of clients. This drives a consistent and tenacious 'right-first-time' approach on every assignment, empowering clients to solve critical problems with pace, and helping them advance their business through executive recruitment, leadership and organisational development.

## The Board

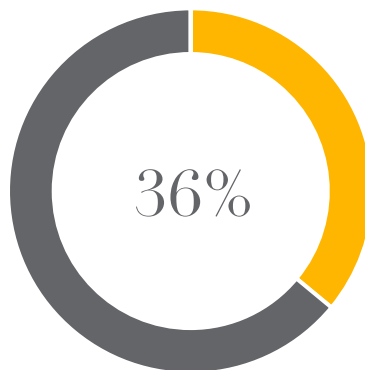


# Stage Gates

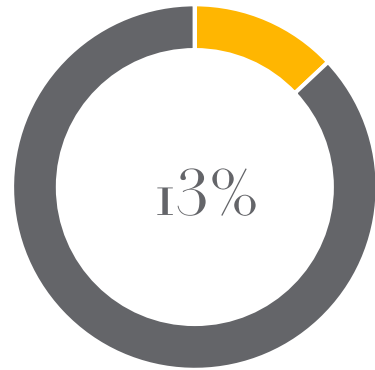
Throughout all phases of an executive search assignment the Holmes Noble team will remain in contact through formal weekly reporting and regular update calls. It is important that the client has visibility of individuals being identified with continuing feedback from the outset.



of all mandates were filled in the past 12 months.



of placed candidates have been female in the past 12 months.



of all candidates placed in the last 12 months, have been from a BAME background.

# Our commitment to equality and CSR

In executive search, diversity and inclusion is an often-used phrase but it is a small sub-set of a broader agenda. One of the founding principles of Holmes Noble is to provide equal opportunity to candidates regardless of race, colour, creed, gender or socio-economic background. Holmes Noble embraces meritocracy in all that it does, and it starts internally. Holmes Noble employs a diverse range of people and embraces different experiences and preferences. Having a broad mindset helps to identify and relate to exceptional talent that would normally be inaccessible or unknown.

This approach to equality is also exemplified by our CSR activities. As well as raising money for charitable causes through employee initiatives; Holmes Noble sponsors two charities.



## THSH

*Explore the music industry from all angles.*

Created by Town Hall Symphony Hall (THSH), their 360 Young Producers Programme enables 16-25 year-olds to explore the music industry from all angles, gaining practical skills from music industry professionals, learning how to produce, programme and deliver live music events at the iconic Town Hall and Symphony Hall in Birmingham and having a better understanding of how the commercial business sector works as young creative leaders.



## SEO London

Sponsors for Educational Opportunity (SEO) London provides superior educational, training and mentoring support to young people from under-represented and under-served backgrounds to help maximise their opportunities for success. The platform incorporates programmes for secondary school students (SEO Schools), university students and recent graduates (SEO Careers) and alumni (SEO Connect).



## Events

To ensure Holmes Noble are best-placed to identify and attract the greatest leaders and senior professionals, Holmes Noble regularly hosts leadership roundtables, networking events and publishes discussion papers, blogs and case studies. Recent leadership events include;

### Automation in the modern day

A hugely successful roundtable event held at The Manufacturing Technology Centre (MTC) in Ansty. After a tour of the impressive facilities at The MTC, senior leaders convened over dinner to discuss their thoughts about how automation affects the current UK manufacturing landscape. The resulting debate gave an insight into many key points on how automation affects recruiting, balancing risk and international trade.



### When generations collide

#### *How HR is rising to the challenge of the multi-generational workforce*

Holmes Noble were joined by the Head of People & Organisational Development of a leading global transport and logistics company and the Digital Client Engagement Director of a pre-eminent business school to discuss the ways in which, collectively, the HR community can embrace the opportunities and handle the challenges that the multi-generational workforce brings.



# Our Team



**Michelle Carson-Williams**



**Rakesh Sharma**



**Amy Speake**



**Ben Gilbert**



**Caroline James Nock**



**Dr. David Kearney**



**Roger Johnston**



**Matthew Morris**



**Wayne Carson**

## A wealth of experience

### **Rakesh Sharma OBE, FREng, CPhys, MInstP | Non-Executive Chair**

Rakesh is the former Chief Executive of Ultra Electronics Holdings plc. Prior to being Chief Executive, he held a number of positions including responsibility for strategy, M&A and corporate and general management. Since leaving Ultra Electronics he has taken up senior-level roles including Non-Executive Director and Chair of the Remuneration Committee for PayPoint plc and Chair of Inkwel Data Ltd. Rakesh is passionate about equality and meritocracy; he is a Director at a Multi-Academy Trust and the Chair of Governors for Riverbank Academy, a special educational needs school.

### **Caroline James Nock | Non-Executive Director**

Caroline started her career with British Aerospace and joined British Rail during the privatisation process, where she was the first Personnel Director for Chiltern Railways. After three years in Accenture's business process management business, she joined TDG plc / Cap Gemini 4PL joint venture before taking on the role of HR Director of the TDG Contract Logistics Division. She has spent the last 10 years working in global social businesses in education (Oxford University Press) and reproductive health (Marie Stopes International), as HR Director. Caroline is Group HR Director for Hill & Smith Holdings PLC.

### **Michelle Carson-Williams | Chief Executive and Founder**

Michelle, as well as being the Chief Executive, also leads the Board practice at Holmes Noble, working with the executive team to develop long-term strategic client partnerships. Her career began in research for one of the UK's leading broadcasters, moving into recruitment in 1994 and into executive search and consultancy in 1999. Michelle worked for the European arm of a US-listed firm as Managing Partner where she grew several practices establishing the UK as the largest operating outside of the US. Michelle is committed to equal opportunities and is a director of Sidney Stringer Multi-Academy Trust.

### **Amy Speake | Board Member and Partner**

Amy has operated in executive search for over 15 years 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. In 2015, Amy returned to Holmes Noble where she had overall responsibility for the Infrastructure Practice globally. Additionally Amy leads the consulting practice and is also a capital development committee member at Town Hall Symphony Hall. Alongside her executive search remit, she is responsible for the strategic direction of Holmes Noble's Energy, Infrastructure and Transport Practice.

### **Ben Gilbert | Board Member and Partner**

Ben has over 15 years of experience in executive recruitment which includes working for a global blue-chip firm based in both Australia and the UK, as well as in a boutique consultancy specialising in Engineering and Manufacturing. He has worked across multiple sectors with an emphasis on placing executives across Europe and Asia Pacific for SME businesses through to major blue chip organisations. Alongside his executive search remit, he is responsible for the strategic direction, quality and delivery of Holmes Nobles Industrial and Life Sciences Practices. Ben holds a BSc in Production and Cultural Studies from the University of Sunderland.



# A wealth of experience

## **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.

## **Roger Johnston | Director, Business Development**

Roger Johnston is Business Development Director at Holmes Noble, driving growth across all sectors within which the firm operates at the senior executive level.

Prior to joining Holmes Noble, Roger led the A&D, Industrials and Materials sector at Science Group plc, a Technology and R&D Consultancy. He was responsible for identifying global growth opportunities.

Roger previously spent a number of years in Equity Research, latterly as the Global Head of Industrials at Edison Investment Research, an independent equity research and investor relations firm. At Edison he significantly grew the scale and quality of clients across the Industrials, Transportation & Logistics, Utilities and Renewable Energy sectors ranging from small cap to FTSE 100 clients.

Roger commenced his career in Corporate Finance with Citigroup before working in Industry with BAE Systems as a Competitive Intelligence Executive. He graduated from the University of Bristol with an MEng in Aeronautical Engineering.

## **Matthew Morris | Delivery Director**

Matthew began his professional career in the energy sector, managing a large regional office for a third party intermediary. Matthew was subsequently head-hunted into the recruitment industry and joined Holmes Noble in 2012, to create and manage a world class research and delivery team, whilst personally delivering on senior level mandates cross-sector. Matthew is responsible for driving standards in quality and pace for all mandated search and executive interim campaigns, ensuring a best in class candidate experience and creating added value for our clients through insights and market intelligence.

## **Wayne Carson | Head of Practice, Holmes Noble Consultancy**

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.



# Some of our clients



# International Reach



We successfully engage with international and UK-based individuals throughout Europe, United States, Canada, Australasia and Asia-Pacific

Holmes Noble is a member of INAC, a global network of independent firms who work in partnership to provide clients with scale, expertise and access to international markets.

The global network has more than 40 partner firms, with in-depth knowledge in an array of specialties. Partners offer outstanding executive search, leadership assessment and development, along with interim management services.

INAC are in

**33**

countries

with

**44**

partner firms

outstanding

**20**

year track record



# Here's what some of our clients say...

## Global Technology Organisation

UK HR Director



Holmes Noble provided a shortlist of four individuals who all met the requirements for the role and more importantly met the cultural and personality brief. This was an extremely hard search to execute as the individual had to have the commercial and technical acumen and the personality to traverse the corporate complexities and red tape while balancing this with the day to day.

We took two candidates through to Germany for final stage and my CEO could have hired both candidates if we had a second role. We remain delighted with the appointment. I've personally been impressed with Holmes Nobles focus, agility and level of collaboration. I have subsequently engaged them on three senior mandates and have had the same level of service with equally positive outcomes.



of assignments filled from the original shortlist in the past 12 months.

## PE backed Retailer

European HR Director



We worked with Holmes Noble to develop a talent pipeline for the C-Suite and develop processes that supplements our succession planning model and builds a robust, dynamic solution.

We worked together on an on-going basis to build our talent pipeline and Holmes Noble have been supporting us on several key hires which have historically been very challenging to fill.

# Here's what some of our clients say...

## Global 3PL

### Head of People & Organisational Development

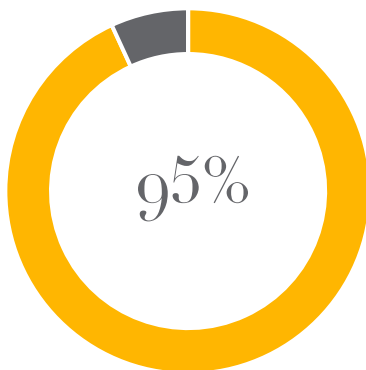


The process is slick, and I like the fact that I can trust Holmes Noble to own the process. That is the real advantage of working in partnership, you get to understand your partners preferences so then you know what to do.

What I do really like and appreciate about Holmes Noble is that they manage and maintain their brand while style adapting and flexing the process to ensure they fully fit the client's needs. I like that Holmes Noble always bring insights into what they are communicating to us, they are market experts; they know what's going on in the sector and are incredibly well networked.

Holmes Noble bring anecdotal evidence; this is what the candidates are asking for and this is how the brand is received in the market. Even if Holmes Noble are not doing a search for us, they are able to tell us about what the marketplace is currently like.

The feedback that candidates give us about Holmes Noble is always really good. Holmes Noble keep them well informed throughout the process and end up being advocates for the business.



of all assignments were shortlisted on time, in the past 12 months.

## Global EPC Leader

### Managing Director Europe - Water



Companies seeking to find the right fit of senior professional candidates into their business would do well to speak with Holmes Noble.

Excellent communication throughout the process ensuring both the employer and potential candidate can engage productively and make the right decision. Fantastic attention to the details all the way through to the end of the process and beyond.

# Here's what some of our clients say...

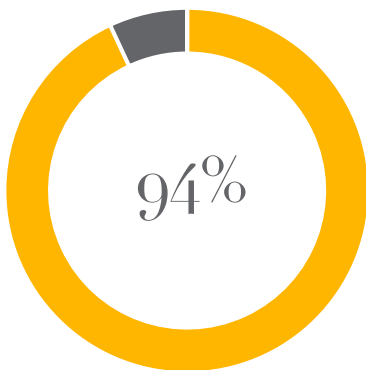
## Global Aerospace Manufacturer

Global VP of HR



Holmes Noble provided an initial shortlist for the VP role that was so strong we actually positioned the 2nd and 3rd choice candidates for an MD position in a sister division.

Their understanding, pace, professionalism and delivery were second to none and I can highly recommend them.



of candidates presented to the client have been taken to first stage interview in the past 12 months.

## FTSE Precision Engineering Organisation

President



I think there are great people at Holmes Noble, I have worked with all the senior team, but also met some of the younger team as well, I think they are really bright and really strong.

It was great to see that mix of youth and experience in the company. There was a good intimacy that came from the team, they worked hard to understand what we were about, what our culture is and what we were looking for in the role.



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