



Client Story

Nurturing leadership in transition

In 2008, Sustain's founders were seeking to achieve a successful leadership transition from a successful family-run business to an established mature organisation. Harthill were brought in to support and nurture the leadership transition under the newly-appointed CEO, Toby Parker.



Nurturing Leadership in Transition



Sustain is a successful organisation having been inspired by its founder, Tony Nec, with the support of his partner, Lisbet Michelsen. They selected and nurtured a leadership team with the intention of planning for the succession of a new CEO. Toby Parker was selected to succeed Tony as Chief Executive on his transition to the role of Chairman in 2008.

“Harthill helped us surface and deal with deeply emotional issues that go along with the changes we faced. Without addressing these often hidden sub-texts, we would be in a different place today. We grew as individuals and as an organisation along the route”.

Toby Parker, CEO, Sustain

Harthill was brought in to support and nurture the leadership transition and a new strategic direction for the organisation, using the LDF as a strategic tool. Harthill’s partnership with Sustain involved working with the Board, the Executive and key managers through coaching, mentoring and targeted away days at each level over 2008-2009. Harthill also facilitated a workshop with senior leadership to set a new strategic direction for the organisation.

As a result, Sustain achieved a successful leadership transition and, in parallel, improved business performance.