

NURTURING A LEADERSHIP TRANSITION

Client	Toby Parker, CEO, Sustain
Challenge	<ul style="list-style-type: none">• Founder/ CEO stepping back from executive role to Chair and eventually shareholder• Moving from a family-run embryonic business to established mature business• Creating new leadership team and strategic direction
Together we accomplished	<ul style="list-style-type: none">• Working with the Board and Executive Team to ensure recruitment and retention of key leaders• Supporting the setting of a new strategic direction• Extending the strategic capability of the executive• Developmental coaching to nurture mature leadership capability
Outcomes	<ul style="list-style-type: none">• Successful transition of business ownership and leadership over two year period• Additional balanced business performance measures
Toby says	<i>“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 that run along in the background, we would be in a different place today. We grew as individuals and as an organisation along the route.”</i>