

Harthill Principal Consultant: Leadership Development Framework

Harthill has a unique position in the UK in using the Leadership Development Framework (LDF) for leadership and organisational development. We have been collaborating with Professor Bill Torbert in the USA for 15 years to develop a powerful profiling tool and a way of intervening in organisations based on the philosophy of developmental action inquiry (DAI). The LDF and DAI thus play a core role in Harthill's own integrated approach to organisational transformation by working with leaders, senior teams and our approach to strategic development.

The opportunity

We are seeking someone to join Harthill as a Principal Consultant with responsibility for developing and marketing our practice in the arenas of the LDF / DAI. There are three critical components to the role:

1. Marketing.

The LDF has gained some publicity in recent years and has played a significant role in attracting new clients to Harthill. There is much untapped potential for developing a series of clear propositions in this space and marketing these offerings more coherently and consistently. The person in this role will have responsibility to define our propositions and take them to market. This will require working in an integrated manner with the Directors / Principal Consultants responsible for Grounded Strategy, Team Transformation and Coaching.

2. Proposition development

As the LDF and DAI provide a powerful way of developing individuals, teams and organisations our proposition regards each of these as a 'doorway' to our integrated way of working. The Leadership Development Profile provides a strong base on which to build since we have profiled over 2,200 leaders. The Principal Consultant will engage in:

- Developing our coaching practice towards a constructivist developmental perspective
- Creating / extending existing leadership development programmes based on the LDF and DAI
- Defining (with the Director for Team Transformation) a developmental approach to teams that embraces the LDF and DAI
- Shaping the LDF role in measuring and enabling transformation in organisations

3. Consulting to clients

The Principal Consultant will be required to consult directly with clients in delivering consultancy in which the LDF and DAI play a central role. It is anticipated that the Principal Consultant will deliver between 60 to 85 billable days per year to clients.

The candidate

We seek an experienced consultant with a track record of working at a senior level in large organisations on the integration of leadership, senior team and strategic capabilities. A working knowledge of the constructivist developmental field (Torbert, Rooke, Beck, Wilber at al) is essential. The ability to convert leading-edge thinking into exciting, compelling, in-depth client engagements is also vital.

Working with Harthill: the rewards

Harthill is a values-based organisation. We exist to bring about positive transformations in individuals and organisations. As a small, niche consultancy we are concerned with the quality and meaning of our interventions and are not driven by sales volumes. We have a history of long and deep relationships with mostly UK based clients in the private and public sector.

Joining Harthill you will be joining a leading-edge team motivated by the value and meaning of its work. We understand our own development to be integral to that which we bring to the world.

In addition, we encourage the progressive ownership of Harthill by its employees.

This is a full time post. Base salary is usually less than 50% of final reward as we seek to bonus on success in marketing and delivering consultancy and in broader contribution to Harthill. Base salary is negotiable in the range of £50,000 to £80,000.

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Reporting

The LDF Principal Consultant will report to David Rooke, Managing Partner.