

## Harthill Principal Consultant: Grounded Strategy

Harthill has a distinctive approach to strategy consulting in the UK called 'Grounded Strategy'. Our work is based on the philosophy of action inquiry, a transformational way of intervening in organisations that emphasises the integration and transformation of deep-lying intentions, strategic decisions and everyday activities. For several years, we have been building strategy-making approaches to enable leaders to honour the capabilities and culture under-pinning the current success of the organisation, while also creating the possibility of transforming these conventions to create step-changes in performance.

Our work delivers:

- Organisational strategies that create new levels of value by going beyond current strategic conventions
- A new sense of personal engagement and ownership for people throughout the organisation
- Respectful, collaborative and inquiring relationships between people and stakeholders

### The opportunity

We seek someone to join Harthill as a Principal Consultant with responsibility for further developing and delivering our strategic consulting activity. There are three critical components to the role:

#### 1. Business Development

Grounded Strategy is Harthill's newest proposition area. We have developed an attractive marketing proposition and received very positive feedback from current and prospective clients. Our current challenge is converting business leads into substantial client relationships. The successful candidate will be responsible for developing their own portfolio of client relationships.

#### 2. Proposition development

True to our action inquiry principles, the Principal Consultant will support the Director responsible for our 'Grounded Strategy' practice in the ongoing deepening and strengthening of our proposition

#### 3. Consulting to clients

The Principal Consultant will be required to consult directly with clients in delivering consultancy in which Grounded Strategy plays a central role. It is therefore essential that they become proficient in the current core strategic consulting activities.

### The candidate

We seek an experienced strategy development consultant with a track record of working with large organisations on the development of mission, vision and values and their expression in viable strategies. Stylistically, it will be helpful if you have a 'systems theory' slant to your strategy work and awareness and experience of processual, cognitive and/or cultural approaches to strategy development. Broadly, we seek individuals with curiosity, creativity, humility and a commitment to inquiry as a way of living.

### 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.

### Reporting

The Grounded Strategy Principal Consultant will report to Matt Hancocks, Director.