

Title: MD Designate
Salary: £120-150k plus significant bonus & potential equity
Location: Based in Muswell Hill, London N10

Company Background

Questions of Difference is a small niche consultancy formed 12 years ago and has built an impressive client list due to our strong record of delivery. During this period we have worked with over 30,000 people across 24 countries. We are privileged to work with some very well known brands (see our clients section on the website) and are proud to deliver work that really makes a difference.

We recently conducted some extensive customer research with clients we have worked with over the last twelve years. The overwhelming feedback was that we **embed** the capacity within every person to make a real difference by **inspiring** them to achieve major change; challenging and supporting them to **unlock** business challenges, conflicts and cynicism and helping them to see what could be possible. Our work was found to be truly **sustainable** because people change their **instinctive** approach to their work and daily lives through the relationships we build with them. Our business strategy is to partner with organisations in a way that builds internal capability and draws on their existing strengths to create our natural redundancy.

Organisations come to us when they are determined to:

- Bring about sustainable change within months, rather than years
- Provide world class leadership development for all staff, including senior management
- Improve profitability by ensuring that *everyone* in the business is captivated by the vision and goals of the organisation
- Ensure that the people in the business maximise the benefits from reorganisation, mergers or acquisitions
- Support organisations working in partnership to achieve their goals to time and budget
- Employ facilitators who will ensure that their conferences and events are interactive, dynamic and worth the investment

The kind of work we do includes:

- Designing and facilitating conferences and large scale events
- Training internal facilitators to deliver sustainable changes
- Designing and delivering cultural change programmes
- Assisting complex partnerships to achieve their objectives
- Leadership development programmes
- Resolving disputes between individuals or groups
- Working with teams to increase performance levels
- Motivational public speaking

Our business depends on the ability of our consultants and the leadership and development of these key individuals. We are committed to expanding and finding people who have a passion for what we do, how we do it and who we want to be a part of a team of Consultants who will all bring their unique strengths and differences.

We now require an individual who will take these consultants and the business to the next exciting stage in its development and then grow it beyond this.

So what will you be doing?

- Setting the future strategy, goals and targets for Questions of Difference in partnership with the Founder
- Recruiting top talent
- Training and Developing consultants supported by the MD
- Driving the PR and Marketing activities
- Leading on business development
- Managing the monthly accounts to meet agreed growth and profit targets
- Conducting performance reviews with the team
- Implementing systems and processes that will enable rapid profitable growth while maintaining the exceptional quality of service that is associated with our brand
- Adding to our portfolio of services as the market shifts and changes
- Designing and delivering change programmes, leadership development programmes and facilitating training programmes
- Designing and facilitating conferences and large-scale events

To build this business and make the difference you will need to have the following personal qualities:

- Passion for people
- Entrepreneurial
- Strong vision of the future
- Self starter
- Inspiring and motivational leader
- Ability to manage stakeholders
- Strong commercial acumen

Your track record and achievements will also need to include the following:

- Experience of growing and developing an organisation or department/unit within a large organisation
- Experience of recruiting and developing top talent
- Track record of delivering to stretching income and profit targets
- Experience of setting strategy and creating a plan that delivered the strategy
- Strong sales and marketing expertise
- Business and financial management, P&L responsibility

So does this sound like the opportunity you have been seeking?

Do you have the skills, the personal qualities and above all the appetite for this challenge?

Would you like to find out more and tell us how you could make the difference we seek?

If the answer to all of the above questions is yes, please call our Consultant Karen Wilson on +44 (0)20 7964 9134 or email karen.wilson@hoggett-bowers.com.