

Summer 2014

Update

thewlis
graham
associates



The Thewlis Graham team with fellow members of Alliance Partnership International.

We thought you might like to hear something of what has been happening at Thewlis Graham Associates since the New Year. We were extremely pleased to receive so many positive comments on the results of our Christmas card competition to the extent that we will be organising a similar contest this year.

We have been working on some interesting and challenging assignments during 2014, and were very gratified to have been retained by a number of new organisations who had heard about the great work we do from some of our existing clients. These businesses operate in diverse sectors, which just highlights the fact that attracting leadership talent is a challenge, in whichever industry you operate.

These clients include:

Octavia, a housing not-for-profit started by Octavia Hill, the founder of the National Trust and social housing and clean air pioneer. Octavia principally works with low income families under Hill's original mission statement to "make lives noble, homes happy and family life good".

CILEx (The Chartered Institute of Legal Executives) represents 20,000 prospective and practising Chartered Legal Executives, and provides access to careers in law through its role as a regulator of the legal profession.

Paul Hartmann AG provides professional system solutions in the medical and healthcare industries and employs around 10,000 staff worldwide.

Brunel University, the winner of the Business School of the Year Award 2013, has in recent years invested £400 million pounds into the redevelopment of their campus and as such is an up-and-coming university with a strong focus on academic excellence combined with strong practical skills.

Johnson Matthey is a FTSE 100 speciality chemicals company employing some 12,000 people within operations in over 30 countries worldwide.

Waberer's International is the market-leading logistics service provider in Hungary and Central Eastern Europe offering a global range of logistics services, from transportation and freight management to warehouse logistics and vehicle repair.

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You may know that we are part of an international network, Alliance Partnership International (www.alliancepartnership.org), and in May of this year we hosted the annual General Assembly in London, Robert being Secretary to the Board. More on this later!



Last year Sarah was elected onto the Board of the Recruitment and Employment Confederation (www.rec.uk.com) and this year she has been asked to chair one of the Practice Groups: the Association of Executive Recruiters. Through this we have been heavily involved in Women on Boards and we are signatories to the voluntary code of practice for Executive Search firms.

Judith Matthews represented Thewlis Graham as a facilitator at the Inspire Futures Week at the Evelyn Grace Academy, Lambeth College. At this event she was able to pass on invaluable knowledge about how to navigate the world of work, including participating in a Q&A session which enabled students to start thinking about the first steps of their future careers.

Excitingly, we have recently updated our website (www.thewlisgraham.com) where you can now access information about who we are, what we do, and who we work with. We hope you will recognise some of the faces and read a little more about Thewlis Graham Associates.

Edwina, who was with us from the beginning, has made a positive decision to stay in Executive Search and has gone on to broaden her experience in another consultancy. Judith has stepped into the role of Associate and we are delighted that Claire Drummond has joined the team as Administrator.



Alliance Partnership International

Thewlis Graham Associates are founder members of an international association of 19 independent Executive Search consultancies, each an expert in their local market, but together able to tackle the most complex of multi-country or international Searches. It was London's turn to host the 10th General Assembly and we welcomed representatives from Amsterdam, Barcelona, Budapest, Frankfurt, Hong Kong, Paris, Prague and Stockholm for a day and a half of meetings in the palatial surroundings of the Reform Club on London's Pall Mall (www.reformclub.com). Fortunately, it was not all work, no play and our guests were also treated to a trip on the London Eye (apologies to the three vertigo sufferers!), followed by a traditional British curry at the Cinnamon Club.

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Outreach at Lambeth College

"How much do you earn?", "What was your first job?". These were just some of the questions fielded by the panel at Day 3: Raising your Game – Employment in the Inspire Futures Week at the Evelyn Grace Academy at Lambeth



College. Year 10 students, dressed in business attire instead of their usual school uniform, attended a variety of workshops and events as part of a weeklong alternative to the more traditional “work experience”.

REC was invited to provide guests for a Newsnight style panel and facilitators for Q&A workshops for groups of students. Judith Matthews, a former Further Education tutor, went along from Thewlis Graham Associates as a facilitator. She was impressed with the enthusiasm of most of the students and the good impression they gave in their smart jackets.

This was the second year Evelyn Grace Academy has tried this approach. Last year a number of students made useful contacts and went on to College placements or apprenticeships based on these.

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Extract from Thewlis Graham INSIGHT SEMINAR: SIR STEPHEN MOSS - IN THE THICK OF IT - A VIEW OF MID STAFFS FROM THE INSIDE

On Tuesday 18th March, Sir Stephen Moss, former chair of the Mid Staffordshire NHS Foundation Trust, talked at a Thewlis Graham seminar on the impact of the Trust’s reports upon the community and staff, as well as highlighting just what unrelenting scrutiny, as well as media and political attention, can feel like.

Below is an abstract from the seminar, which you can read more about in the News & Blog section of our new website:

“Sir Stephen Moss and his Board colleagues experienced the full force of public concern in relation to the nation’s health service. As one of two men brought in to turn the fortunes of Mid Staffordshire NHS Foundation Trust, when it was pulverized from within and pilloried from without, for having lost sight of its values, and control over its staff, he has become the diagnostician charged with the care of a crumbling patient.

The lessons learned have an impact across all hospitals and all health care, and it isn’t rocket science as he himself pointed out at the seminar in London in March. “I have been in the NHS for 42 years and taking over as Chairman of Mid Staffordshire NHS Foundation Trust was, without doubt, the toughest job I have ever done. They asked what management theory the Chief Executive and I would use. There is no manual off the shelf that helps you through experiences like this. What you use is simple: judgment.”

**STOP PRESS! – The next Insight Seminar “Human Health Factors”
with Helen Hughes of the Clinical Human Factors Group will take place
from 8 to 10 am on Tuesday 7 October at The Royal Society of Medicine.
Let us know if you would like to be included on the guest list.**

*Best wishes from all at
Thewlis Graham Associates.*

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