

## NICK OBOLENSKY



Nick's key specialities are: improving senior leadership teams effectiveness and helping organisational-wide leadership to emerge; innovation and enabling effective change within complex environments; supporting and helping to build effective top leadership teams; and engaging whole organisations in leading change. He also specialises in distributive leadership, and leading through influence and process, rather than power and rank. This role he achieves from a depth of experience of being an academic, consultant, practitioner and author.

His **academic** experience includes: Fellow and Programme Director at London Business School; Associate Professor of Leadership at Nyenrode in the Netherlands (Professor of the Year for part time MBA 2002, and full time MBA 2003); Visiting Professor of Leadership at INSEAD in France and at EHL (Switzerland) and Honorary University and Founder Fellow at Exeter's Centre for Leadership Studies in the UK. He is Visiting Professor at Rotterdam School of Management, Erasmus University.

His **consultant**/executive leadership development coach experience includes: Executive Consultant of Ernst & Young's Strategy Consulting Group where he both managed strategy consulting projects around the world (including two bank turnarounds in Hungary and Saudi Arabia, and the first successful privatisation in Poland) and led the Research Associate practice recruiting, managing and mentoring graduates; and the UK Managing Partner of The V<sup>th</sup> Dimension Partnership. He now works as a freelance helping organisations catalyse effective change by widening the remit of leadership beyond leaders, as well as teambuilding/team repair/strategy development work with leadership teams. He is qualified in MBTI and other psychometrics.

His **practitioner** experience includes: a cavalry officer in the British Army where he achieved the rank of Major in his late twenties; the Chief of Staff/Development Director of Gateway/Somerfield Foodmarkets Limited, where he led a team responsible for co-ordinating a major change programme, reporting to the CEO, involving over 45,000 employees and in excess of a £1bn budget, as well as Property Director responsible for £6bn+ of assets in today's money; the founder CEO of Tomorrow's Company Enterprises Limited, where he was responsible for developing an innovative strategy and taking a new philosophy into business in a commercial way; CEO and Chairman of a successful music technology start-up; CEO and then Chairman of a new Green Energy start-up and interim CEO of a homeless charity. He also contributes time to charity.

As an **author**, his various publications include: "Practical Business Re-engineering – Tools and Techniques for Achieving Effective Change" which has been translated into several languages. "Chaos leadership and Polyarchy – a counter for Leadership stress?" was published via the Centre for Leadership Studies, University of Exeter. Other book contributions include: "Management Consultancy – a guide to best practice" where he wrote the chapters on "Strategy Formulation Models" and "Implementation"; "A strategy for the Ecu/Euro" and the RSA's publication "On work and leadership". His latest book, "Complex Adaptive Leadership: Embracing Paradox and Uncertainty", was published by Gower in August 2010. His latest thinking can be found at [www.ComplexAdaptiveLeadership.com](http://www.ComplexAdaptiveLeadership.com).

His **education/qualifications** include: MBA from IMD (Valedictorian 1988) in Switzerland and a Russian honours degree (2:1) from Durham, UK. He has been a Fellow of the RSA and also of the RGS (having led a number of adventurous/mountaineering expeditions around the world). Professional memberships include the IOD and Fellowship of the IMC, and he is a qualified Chartered Management Consultant (CMC). He is married with 3 children and lives in the UK West Country. Sports include skiing, surfing, riding and keep fit.

## NICK OBOLENSKY – Examples of Executive Development work

More information at: <http://uk.linkedin.com/in/nickobolensky>

	<p>Ran a series of short seminars for CEO members of the YPO covering new ways of looking at, and exercising, leadership</p> <p><i>“Nick was engaged to deliver short leadership development seminars to the Young Presidents Organisation (YPO) in Australia and Indonesia. Membership of the YPO is limited to Chief Executives of substantial businesses. Nick made a significant impact and all participants valued his input. He was subsequently engaged to facilitate and teach in the UK at a YPO University which received accolades as one of the best YPO Universities ever. . Nick combines an enthusiastic and energetic style with deep thought and new ways of looking at leadership that offers executives down to earth solutions that can make a difference”</i></p> <p>Andrew Abercrombie, Chairman Melbourne Chapter, YPO</p>
	<p>Designed and led as Programme Director at London Business School’s Centre for Management Development an in-company programme for Rio Tinto. This modular 2 week programme was aimed at the top 100 executives from around the world.</p> <p><i>“Nick programme directed the design and delivery of our flagship, senior leadership programme for over 2 years, as well as being a key content contributor to the programme. Nick was a highly effective programme director who helped deliver both an excellent design and the delivery of multiple programmes. As a content expert Nick fundamentally challenged our thinking and presented very powerfully a thoughtful and insightful argument which has helped us advance our approach to strategic leadership.”</i></p> <p>Barry Bloch , Global Practice Leader: Leadership/People Development , Rio Tinto</p>
	<p>Delivered one day leadership and personal development days as part of INSEAD’s International Executive Programme (IEP). Scored consistently high feedback.</p> <p><i>“Nick is fantastic in the classroom. I worked with Nick in my capacity as Program Director for INSEAD’s International Executive Program on more than one occasion. He is very professional and an excellent presenter in the class room. The feedback I received from participants in my program was overwhelmingly positive.”</i></p> <p>Michael Pich , Professor , INSEAD</p>
	<p>Supported a change programme by delivering half-day support workshops over various countries for IBM</p> <p><i>“Nick was extremely helpful in conveying message of business transformation and business process management. My mission was to sell ECM software that could enable that change and Nick masterfully translated the technology capabilities to new business models. Nick raised the bar for me and the sales team from a product sales team to a business solutions sales team. His input help us grow our ECM SW business 100+% YoY for several years. I am looking forward to the next time I can work with Nick and learn from him.”</i></p> <p>Frederik Soendergaard-Jensen , Manager of Content Management sales and services in the Nordics , IBM Denmark</p>

	<p>Designed and delivered various leadership, teamship and personal development workshops for various MBA programmes. Voted MBA Professor of the Year two years running</p> <p><i>“I have worked with Nick when he was an MBA Professor during my MBA at Nyenrode Business Universiteit, the only private business School in The Netherlands. Nick's intensive courses on Leadership and Team Ship were one of the most valuable courses during the program and that was mainly due to his continuous enthusiasm and true passion for leadership. Being an international executive and entrepreneur for many years Nick can pull from a vast resource of experience and knowledge and it made this intensive course into one of the most memorable experiences during the MBA.”</i></p> <p>Ivo Knottnerus , Manager, Business Development, Retail New Growth Markets, BU Private Clients / New Growth Markets , ABN Amro Bank NV</p>
	<p>Designed a variety of in-house company programmes as Fellow at LBS</p> <p><i>“Nick is a very experienced lecturer, leader of executive education programmes, management consultant and coach. We have worked together on various programmes. He is an outstanding, original, thought-provoking and entertaining speaker with deep understanding of leadership issues and change management. He is highly skilled at guiding and facilitating senior leadership teams of multinationals, helping them develop strategy, identify core competence and develop deeper insight into future risks, opportunities and challenges.”</i></p> <p>Patrick Dixon , Chairman , Global Change Ltd</p>
	<p>Set up and managed a complex change programme to help turnaround an ailing FTSE 100 supermarket chain.</p> <p><i>“Nick is a clear thinker who can see the big picture as well as manage the detail. He demonstrated the ability to create robust frameworks for challenging environments and develop roadmaps to bridge the gap between the current and future organisation.”</i></p> <p>Alastair Forbes , Operations Director , Gateway/Somerfield</p>
	<p>Designed and delivered leadership programme for managers of a leading strategy consultant boutique and also for partners for a tax law firm</p> <p><i>“Nick is a very good consultant to work with, has a very clear overview of systems and processes, both at an integrating level, but at the individual level as well. I've hired with Nick in two cases to set up leadership development programs, in both cases he delivered excellent results to both the individuals involved, and to the organisations.”</i></p> <p>Leen De Waal, Operations Director KPMG Meijburg</p>
	<p>Helped establish an innovative market research company which measured empathy.</p> <p><i>“If you need an innovative approach developed with intellectual vigour and combined with proven leadership skills, there is no better practitioner in Change Management than Nick. It was a pleasure working with Nick both professionally and socially. Nick is a major asset and I look forward to future opportunities to work with him again.”</i></p> <p>Ed Lennox , Co Founder , Harding &amp; Yorke</p>