



NICK BOLENSKY



Nick's key speciality is improving organisational-wide effectiveness and enabling focused change based on a more empowering and unique form of leadership and talent development, strategy and change. This role he achieves from a depth of international experience of being a practitioner, consultant academic and author. His experience includes:

As a **practitioner**: a cavalry officer in the British Army where he achieved the rank of Major in his late twenties, as well as being special forces and intelligence trained; the Chief of Staff/Development Director of Gateway/Somerfield, with line responsibility for 12,000 staff, where he also led a team responsible for co-ordinating a major change programme, reporting to the CEO, involving over 45,000 employees in excess of a £1bn budget, as well as being Property Director responsible for £2bn+ of assets; the founder CEO of Tomorrow's Company Enterprises Limited, responsible for developing an innovative strategy and taking a new philosophy into business; and CEO and Chairman of green energy technology start-ups. He also leads a consulting company in China, Agile+ Leadership.

As a **consultant**: He was an Executive Consultant of Ernst & Young's Strategy Consulting Group where he both managed strategic projects around the world (including two major 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 Vth Dimension Partnership, specialising in innovative process and strategy consulting, leadership development programmes, team building, mass engagement facilitation, strategy development and cultural change.

His **academic** experience includes: Associate Professor of Leadership at Nyenrode in the Netherlands (Professor of the Year for part time MBA 2002, and full time MBA 2003), Fellow/Programme Director at London Business School's CMD, Visiting professor of leadership at INSEAD and EHL (Switzerland), IMD (Singapore campus) and Honorary Fellow at University of Exeter's Centre for Leadership Studies in the UK. He is currently visiting professor at CEDEP (sister business school of INSEAD in France).

As an **author**, his various publications include: "*Complex Adaptive Leadership – Embracing Paradox and Uncertainty*" (best seller by Gower 2010, 2nd ed 2014, Chinese edition published in 2017), "*Practical Business Re-engineering – Tools and Techniques for Achieving Effective Change*" which has been translated into several languages, (Kogan Page 1993); "*Chaos, Leadership and Polyarchy*" (Centre for Leadership Studies, University of Exeter, 2008). Other book contributions include: "*Management Consultancy – a guide to best practice*" where he wrote the chapters on "Strategy Formulation" and "Implementation, and the RSA's "*On work and leadership*". His new book "*More for Less – How to lead an agile, self-organising organisation*" was published by Gower in August 2018.

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 mountaineering expeditions around the world). Professional memberships include the IOD and Fellowship of the IMC, and he is a qualified Chartered Management Consultant (CMC). Sports include skiing, surfing, and scuba. More details about him can be found at: <https://uk.linkedin.com/in/nickobolensky>



	<p>Delivered 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. The feedback I received from participants in my program was overwhelmingly positive."</i> Michael Pich , Professor , INSEAD</p>
	<p>Designed a variety of in-house company programmes as Fellow at LBS</p> <p><i>"I have worked with Nick on various programmes and he is excellent working with groups of senior executives. He brings a genuinely new, unique and powerful view of leadership. His interventions are engaging, inspiring and generate specific ideas and actions for implementing the CAL approach. Thoroughly recommended!"</i></p> <p>Professor Julian Birkinshaw, LBS</p> <p><i>"Nick is a very experienced lecturer, leader of executive education programmes, management consultant and coach. He is an outstanding, original, thought-provoking and entertaining speaker with deep understanding of leadership issues and change management."</i></p> <p>Patrick Dixon , Chairman , Global Change Ltd Fellow LBS</p>
	<p>Ran a series of short seminars for CEO members of the YPO covering new ways of looking at, and exercising, adaptive leadership</p> <p><i>"Nick made a significant impact and all participants valued his input. CAL 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 an in-company programme for Rio Tinto 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>Ran workshops in Beijing and Shanghai for Chinese managers</p> <p><i>"I have seen many leadership models in my time as an HR Leadership and Talent Development professional. However, I recently saw the CAL (Complex Adaptive Leadership) approach delivered here in Beijing and I believe it is the best western model that suits the Chinese culture and psyche. The feedback from the participants has been very positive and they all gained great insights in how to manage themselves, teams and managers better".</i></p> <p>Minna Yu, Region Lead, Talent Leadership and Organization, NSN China</p>
	<p>Ran a programme for European CEO's on complex adaptive leadership and their teams, focussing on change and engagement of employees</p> <p><i>"Having attended many such courses over quite some number of years, I would consider CAL to be at the very top for engagement & content"</i></p> <p>Gerry Burke, CEO Ireland, Astra Zeneca</p>