
Patrick Maloney

Delivering an outside perspective to realise your true business potential.

A highly experienced and people focused Management Consultant working in partnership with SME's in the UK and overseas to achieve their strategic goals, through sustainable, profitable growth.



Drawing on over 28 years of experience in the recruitment and staffing industry at both Board and Senior Management level, in 2012 Patrick established Lead Talent and now works with SME's primarily in the UK who are looking to develop and grow their businesses.

Patrick's approach centres around the three key foundations for any successful business; **Strategy, Talent and Brand.**

This formula combined with Patrick's partnership led approach has helped his clients realise their true business potential and generate over £50M worth of additional profit for their businesses in the past seven years alone.

Strategy



Talent



Brand



Patrick's Expertise

Patrick can provide expertise across a broad spectrum of leadership areas and can develop a series of individually tailored interventions dependent on your needs and ambitions. Some of his primary experience and expertise includes:

Business Strategy

Assessing current business performance, coaching and mentoring the leadership team to develop, execute and deliver a business strategy resulting in a minimum of 15% growth per annum over a three year period. Being the critical voice at the board table, challenging the status quo and instigating the difficult conversation driving ownership, accountability and sustainability.

Board Level & Senior Management Coaching

Knowing how to get the very best out of people, in particular those in senior management and board level positions. He has demonstrated this over the past few years developing 15 high potentials to board level roles.

Supporting Board Level Executives

Working with senior executives, to develop key competencies to operate effectively, helping to co-create a robust but speedy strategic business plan for stakeholders and management teams ensuring everyone is clear about roles, targets and expectations and the direction the business is going in.

Succession Planning

Given the on-going and challenging economic climate, it's vital that organisations are not only performing at their highest potential, but also that they are prepared for the years ahead. Patrick has extensive experience of working with teams to ensure they are ready and fit for the future and have clear succession plans in place.

Driving Operational Change

Patrick is an expert in managing the implementation of large scale and complex change programmes within the general staffing, education, healthcare, engineering and public sectors. Concrete operational improvements are defined to ensure alignment of management and staff in delivery and ensure improvements are maintained and translated to the bottom line.

Delivering Inspirational Leadership Programmes

With a 20-year track record of delivering successful strategic development, Patrick has demonstrated exceptional and inspirational leadership having led a £250 million turnover global business, with over 500 FTE.

Mergers & Acquisitions

Delivered seven £50m+ integration programmes as part of a wider M&A strategy.

Implementing High Performance Best Practice

Implemented a strong sales culture in all operating companies with strict dashboard and KPI management driving ownership and accountability.

Business Development

Patrick has successfully implemented national strategies and driven senior sales teams to acquire, manage and develop a portfolio of strategic accounts.

Education

Institute of Management Development, Geneva

Inspirational Leadership

London Business School

Advanced Development Programme

Barcelona Business School

Senior Executive Programme

Institute of Personnel Development

CIPD Qualified

Hay Qualified 360-Degree Assessor

Key Projects



gap personnel group

By applying the Lead Talent four step strategic process and working in close partnership with the Managing Director and senior management team, gap personnel experienced some impressive results including:

- **Clear succession plans in place at both senior and middle management levels**
- **A 50% increase in sales turnover**
- **35% increase in staff retention**
- **10 middle and senior management promotions**

“ Patrick started working with me and the senior management team three years ago at a time when the business was experiencing rapid growth. We needed to build a strategic plan to support our growth, illustrating what we needed to focus on to get there, rather than solely focusing on the financial targets. We also needed to further develop our senior management team to create succession, and underpin medium to long term growth targets.

Patrick approached this project with the necessary experience that our business required and took the time to get to know our business and people, which was incredibly important. In addition to working with us to develop the strategic business plan, Patrick was also pivotal in the implementation and review process. The progress we made during this time contributed to the personal development of the senior management team, in addition to the mentoring and coaching Patrick provided. 6 years into the relationship, Patrick has continued to support our business and is now working with the second generation of senior leaders identified through our succession planning strategy. ”

Mark Roberts

Managing Director, gap personnel.

Recruitment Services. Industrial, Technical, Professional, Temporary and Permanent sector.

“ Patrick’s abilities within the recruitment industry are truly unique.

Having worked in recruitment for over 25 years it is rare that you meet people with Patrick’s Leadership talent and business acumen. From my own personal experience, Patrick believed in me and my ability to develop in my career and took me out of my comfort zone where he knew I had potential. His energy and drive are infectious and his sense of humour and fun makes him an absolute pleasure to work for. Patrick is skilled at utilising people’s strengths within a team, which enables him to build strong foundations within a business. I feel privileged to have worked for Patrick and had the experience of his expertise.

I have no doubt that other’s will benefit hugely from his unique talents.

Liz Edwards”
Director
Tradewind Recruitment

Follow Patrick and the Lead Talent team:

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LEADTALENT
STRATEGY • TALENT • BRAND

- Leadership Development • Leadership Assessments • Growth Strategy • Succession Planning
- Strategic Business Planning • Leadership Coaching & Mentoring • Mergers & Acquisitions • Change Management
- Talent Planning & Development • Business Future Proofing & Market Change • Non-Exec Board Membership