
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 30 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, across a number of sectors, who are looking to develop and grow their businesses.

Our reach is wide and includes SME's from the following sectors: Recruitment, Gaming, Manufacturing and Charity.

Patrick's approach centres around the three key foundations for any successful business:

Strategy, Talent and Brand.

Starting with Strategy, Patrick works with SME's to:

- **Build the strategy**
- **Communicate the strategy**
- **Implement the strategy**
- **Drive the strategy**
- **Create accountability**
- **Increase Performance**
- **Identify and address key issues**

Our clients can also access our team of Talent and Brand experts, to support their strategic ambitions.

This formula, combined with Patrick's partnership led approach, has helped over 50 clients realise their true business potential:

Over the past ten years alone our clients have generated over **£100M worth of additional profit for their businesses.**

The success of Lead Talent is based on referrals and 85% of our business has come through recommendations... and we've got the testimonials to back this up.

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 & Mentoring:

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 and mentoring over 70 leaders.

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.

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

What our clients say...

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. 3 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.

Let's Talk:

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Hallam Medical

“ Over the last 5 years, Patrick has been a catalyst in helping us develop our strategic vision and most importantly helping us drive the plan forward. Any leader will find huge value in working with such an insightful specialist. ”

Deb McCain
CEO, Hallam Medical

Conker

“ I could quote some truly incredible financials but what is difficult to quantify is how much more soundly I sleep at night, knowing that we have built a solid foundation. If you are a creative entrepreneurial leader, I cannot recommend Lead Talent enough! ”

Mike Chester
CEO, Conker

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