



Steve Gilbert

Technology and
Professional services

Profile

An executive coach, mentor and business consultant with over 20 years' experience of developing people and businesses. In that time, he has advised senior level people in major blue organizations both within the commercial and public sector on organization transformation and cultural change and coached over 10,000 individual leaders across multiple sectors. Steve works with leaders and/or their teams, across all levels of organization from corporate to SME and Start-up to develop better alignment, better communication and more effective in achieving business aims.

Prior to the above, Steve managed global teams in operations and then sales as an executive director and client partner in technology and professional services organisations such as Accenture, KPMG, Digital, Unisys and Wipro. He has also worked as a non-executive director, investor and advisor.

Qualifications and Experience

- As an executive director and client partner he has managed global teams and led multi-million pound, complex interventions to major organizations globally, as well small bespoke key projects to SMEs and start-ups.
- Steve has a BSc (Hons), MSc and MBA and is a Fellow of the Institute of Leadership and Management.

Some of Steve's projects

Client: Gresham Bell

Sector: Technology consulting

Specialism: Providing consultants and project managers to Pharmaceutical and Financial services

Brief:

- Restructure the organisation
- Align Sales and consulting
- Develop a more consistent and stable portfolio

Outcomes:

- Restructured the organisation layers to provide management focus in two key areas of sales and consulting.
- Created and redefined the accountability and responsibility at the executive level.
- Enhanced client relationships and stabilised the client base and employee attrition. Improved profitability to the point where the company was able to be sold as a viable company to a major consultancy.
- Improved sales focus, pipeline management and qualification criteria.

Client: KraftHeinz

Sector: FMCG

Specialism: Manufacturer of food business

Brief: Improve leadership behaviours and effectiveness in the management and motivation of distributed teams

- Developed leadership approach to managing day to day as well as being more time thinking strategically
- Support the development of leadership's understanding of how to better manage in a more diverse and virtual world of work.

Outcomes:

- Improved team dynamics across several key teams, some building others more stable environments
- Worked with several leaders on developing networking and management of middle-up-down leading to a better-connected team.
- Worked with several leaders to enhance and actually get next the promotions they wanted
- Improved ability to manage virtually in lockdown, and how to engage more effectively with the distributed teams.

Client: BBS

Sector: Healthcare

Specialism:

Brief: Work with an MD to develop the business idea and her portfolio of services prior to launching the business.

- Worked to develop a comprehensive business plan.
- Developed the network and alliances proposition.
- Supported the MD as personal circumstance required a different tack in taking the business forward.

Outcomes:

- Developed a viable business plan at the first stage of the business and successive iterations until launch and advised on an investment strategy.
- Worked to secure the best alliance partnerships including employing specialist skills.
- Enabled the transition into several different options to continue the business after the MDs had some major personal ability to continue with the business in the short term,
- Provided ongoing mentoring to the MD and evaluation of the dynamic business situation.