Transforming boards through inclusive recruitment.



Peridot

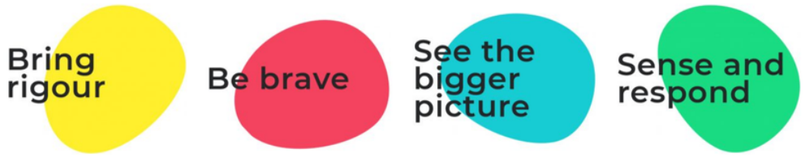
Transforming leadership, inspiring change.

Values-led board search.

The Peridot ethos.

Placing purpose and quality before profit, Peridot Partners is an executive recruitment business transforming leadership and inspiring change with organisations with social purpose.

We're an unusual executive search company. We put values at the heart of what we do, and this reflects how we do our business.



We focus on building long-term relationships with companies who are looking for something a bit different.

We draw together our collective and diverse knowledge and expertise, share our networks and challenge traditional thinking to deliver better leadership for our clients.

We're a trusted adviser, you talk to us in confidence, and we help you find exceptional people to meet your strategic business needs.



Board recruitment.

At Peridot Partners, we believe your board is key to the success of your organisation.

Good governance, inclusive leadership and creating an environment where your board feels safe to explore conversations that will move your organisation forward, are all essential.

Building accountability, understanding your strengths and weaknesses with vision at the forefront will ensure your organisation remains relevant.

Good boards understand the difference between strategic and operational responsibilities, and they empower the executive team and the CEO to drive forward positive change and transformational growth.

Your board must reflect our diverse society, carefully considering how you recruit, retain and support a diverse board. We actively support your journey to greater inclusion.

High-performing trustee boards have a performance culture and people with relevant skills and motivation who are prepared to be accountable. Those are the people we help you find.

Since 2009, we've recruited 1000s of people to boards. As people active on boards ourselves, we understand the nuances and challenges that come with being a trustee and non-executive.

We also work in...

- Executive recruitment
- Education recruitment
- Social Justice recruitment
- Hospice recruitment
- Housing recruitment
- Fundraising recruitment
- Membership recruitment
- Students' Union recruitment

Our team.

Professional, expert, and empathetic, our carefully sourced team really love what they do. They are truly committed to the art of creating a successful board.



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Our process.

We recognise the investment you are making in recruiting to your board and how successful recruitment can be transformational to your leadership and governance. This is why our proposal is tailored to your exact needs and budget.



1 The Proposal

Following an initial conversation to scope your needs, our proposal will outline the search methodology, assessment process, timeline, experience and cost structure.

We can provide a comprehensive document or simple outline depending on the level of detail you require.

2 Briefing Meetings

Our briefings help us to fully understand the board culture, governance structures, roles we are recruiting and the challenges and opportunities within your organisation. This allows us to give candidates a true flavour of how they can engage and make an impact.

After briefings, we will critique your role profile and refresh it to reflect the role of the modern trustee and ensure inclusive language. If you don't already have a role profile, we will help you develop one.

Briefings also help us ensure that your communications focus on key positives and fully reflect your aspirations.



3 The Search

We manage our search over a four-to-six-week period, with weekly updates on progress and market feedback. We deploy traditional research methodologies to identify and engage with exactly the people you need, whether we know them yet or not.

Our search is complemented by a dedicated microsite for each recruitment campaign so prospective candidates can access detailed information about your organisation and the roles being recruited. We promote the vacancy through various advertising and social media channels, to ensure an open and transparent process, ensuring public access to your vacancy.

4 Selection and Assessment

We assess candidate applications and help you to shortlist. We support you in structuring the assessment process and we always guide candidates with advice and feedback.

We can attend the interviews to advise and support your recruitment panel if needed.

> "Peridot did a good job bringing forward a wide range of potential new Trustees. The candidate pool was strong and we ended up recruiting 3 new trustees to the board - more than we planned, but we could not pass up to bring on board the great quality of candidates we saw!"
>
> Chair of Board of Trustees, Foodcycle.

Case study: National Autistic Society

For over 60 years, the National Autistic Society (NAS) has been transforming lives to create a society that works for autistic people. They are a complex national charity, established by parents frustrated by the status quo and lack of special education schools and services. NAS has become one of the UK's leading charities with a £95 million turnover helping over 700,000 autistic people and their families through a range of services and support including:

- Operating 116 regional branches across the UK and virtual branches to support autistic adults, children, and their families in their local areas.
- Running a complete diagnostic, assessment and advice service for children, adolescents, and adults.
- Leading national campaigns to fight for the rights of autistic people making sure national policy and legislation reflect their needs.
- Providing 24-hour support in residential and supported living services for adults across the UK, all of which are CQC registered.
- Operating four independent special schools for ages 4 to 22.

Context – 2021.
In 2021, during the COVID-19 pandemic, the board approached us to recruit 3 new trustees as many of their long-standing trustees were approaching the end of their terms. The board identified the need for fresh perspectives, commercial skills, health and social care experience and people with lived experience of autism.

One of these Trustees was the Chair of their Scotland Committee, a critical position to ensure that Scotland is represented at board level.

Outcome – 2021.
We appointed 3 trustees and 2 co-opted members to their committees, with a connection to autism, passion and an understanding of NAS's work:

- Trustee and Chair of the Scotland Committee: At the time of appointment, they were leading 2100 staff, managing a £260 million budget as the Group Director of Housing and Care for one of Scotland's largest housing, care and regeneration groups.
- Trustee: A senior director in adult and children's social services.
- Trustee: An Insights Director with big brands such as Greene King, InterContinental Hotel Group, Costa Coffee and Burger King.

> **"We have used Peridot for a number of trustee recruitments and have found them to be professional, supportive and effective. The quality of the shortlist they produced on this occasion was outstanding, leading us to make more appointments than originally intended. I look forward to working with them again when we next have board vacancies to fill. Jennifer always manages to be both patient and efficient when it comes to coordinating diaries and setting up meetings and interviews. The candidates identified were of the highest quality while also enabling us to diversify the constitution of our board - something we have previously struggled with."**
>
> Company Secretary at National Autistic Society.

2022 recruitment campaign.
The board has since appointed their new Chair. This person had created the All Party Parliamentary Group on Autism during his tenure as Health Minister and has since become an advocate and ambassador for NAS. Once again, several trustees were coming to the end of their terms as was the Chair of their Independent Safeguarding Board.

In the time since their last Trustee appointments, NAS had achieved much to be proud of:

- Continuing to provide support and guidance to tens of thousands of autistic people and their families through the COVID-19 crisis.
- Opening a new school and services across the UK, they developed their existing services and launched them online, to continue to support people who'd otherwise have been isolated during the pandemic.
- Supporting important policy wins, including getting more autistic people access to vital blue badges and seeing the first NHS autism diagnosis data published.
- Undergoing digital transformation including a new website, a new digital care management tool and virtual branches.

Context – 2022.
As the economic, social and political landscape changes, NAS's strategy is evolving to reflect these changes. They needed to continue to increase fundraising and commercial activities whilst ensuring the highest levels of quality care and safeguarding.

Brief – 2022.
Peridot Partners was engaged to appoint numerous trustees as well as a new Chair of the Independent Safeguarding Board, a role that must bring a wealth of knowledge and experience in safeguarding children and adults. We also needed trustees with commercial and brand-building experience.

Outcome – 2022.
In May of 2022, we appointed the Chair of the Independent Safeguarding Board, who has experience in chairing multiple independent safeguarding boards and as a director of adults and children's social care in local government, a Deputy Chief Inspector and a children's service advisor to the DfE.

Three people were appointed to the brand and commercial roles:

- Senior Director for Marketing Strategy EMEA at Google, with previous experience in the World Bank, DFID and the Cabinet Office, and a board member of the Fulbright Commission.
- Previous Global Innovation Marketing Director at Britvic Plc and Marketing Director at Diageo Plc and a trustee of Cheshire Wildlife Trust.
- Chief Customer Officer, UK & Ireland for Oracle.

Our selected track record.

Diligent in our research and recruitment process, we focus on finding people who really fit the values of the organisation and bring expertise and passion into the roles.

Ambitious About Autism	Chair and Trustees x8
AMREF Health Africa UK	Trustees, Treasurer and Chair of Audit and Risk Committee
Blackpool Teaching Hospitals NHS Foundation Trust	Non-Executive Directors x3
Borough Care Group	Non-Executive Directors x2
Brainkind	Trustees x8
Cheshire and Wirral Partnership NHS Foundation Trust	Non-Executives x2 and Associate Non-Executive Directors x3
Community Forest Trust	Trustees x5
CPRE - The Countryside Charity	Chair and Trustee
DHU Healthcare	Non-Executive Directors x3
Earth Trust	Co-Chair and Trustees x2
FareShare	Trustees x6
Foundations	Chair & Trustees
Friends of the Elderly	Trustees x5
GS1 UK	Chair of the Board
Health Care Without Harm Europe	Board Members x9, Executive Director
Helen & Douglas House Hospice	Chair and Trustees
IOSH	Independent Trustees x5
James' Place	Trustees
Lancashire Teaching Hospitals NHS Foundation Trust	Chair
Leonard Cheshire	Trustee
MCS Foundation	Trustees and CEO
Migrant Help UK	Trustees x2
Nacro	Chair of Finance and Audit Committee
National Autistic Society	Chair and Trustees x2
National Benevolent Charity	Trustees x3 and Chair of Finance, Audit and Investment
n-compass	Trustees x4
North West Anglia NHS Foundation Trust	Non-Executive Directors
NSPCC	Trustee
P3	Trustees x5
parkrun	Trustees
Pathways	Chair
Public Law Project	Trustees
Scottish Ballet	Trustees x2
SOFEA	Chair and Trustees x3
Southampton Hospitals Charity	Inaugural Chair and Trustees x2
St Michael's Hospice	Chair and Trustees
The Children's Trust	Chair and Trustees x5
The Maggie Oliver Foundation	Trustees x3
VSO International	Chair and Trustees x12
VTCT	Trustees x6
Walk the Walk	Trustees
Womankind Worldwide	Co-Chair and Treasurer
Young Gamblers Education Trust	Chair and Trustees

"We are becoming 'frequent flyers' with Peridot as they have met or exceeded our expectations in all our interactions to date: they find great candidates; their consultants are accessible and engaging; they show a shared passion for our goals as a charity."

Chair of Trustees, Tutor Trust.

We appointed over 400 leaders to boards in 2024.

Connect with us:

@peridotpartners

www.peridotpartners.co.uk