

I hear some people say that they "never look backwards and always look forwards". Maybe a good idea if you're being chased by a grizzly. 🐻 I'm equally suspicious of people who say they "never have any regrets".... but we'll save that one for another day! As every parent knows with rapidly growing children; sometimes it's good to step back and reflect.

🏠 It's been exactly 365 days since I paid £50 and registered Davidson Butler at Companies House and 344 days of trading since. For me, undoubtedly a good decision. But why?

Setting up on your own stretches the mind and challenges you in all sorts of disciplines ranging from accounting & finance, technology, marketing, data privacy, and much more. It tests personal characteristics such as resilience, confidence, appetite for risk, salesmanship and self-determination. It also brings out the best in your friends.

I'm not a quitter, but sometimes and in hindsight, I wonder if I've continued in corporate employment for no other reason than to simply not be a quitter. Corporate employment can come with the fortitude of a brand and gives the impression of security but I think true strength and security comes from within.

So what of the last 12 months?

At one level:

- 👍 Working with the Board of a PE backed business looking to transition the leadership team (with new appointments, talent upgrades, market benchmarking and organisational design) of a successful yet traditional business model in order to invent an entirely new, digital service proposition with much greater potential
- 👍 Advising the Boards of very traditional family-owned businesses with very long-standing brands and strong reputations to appoint CEOs to successfully navigate changes to their customers' buying behaviours, product development, innovation and distribution
- 👍 Along the way, visiting places I've never been and facing challenges I've never seen

And at another:

- 👍 13 executive search mandates across a variety of general management and functional specialisms; some familiar and some entirely new
- 👍 Coaching programmes introduced and organisational design advice provided
- 👍 New client contacts made and existing ones deepened

And what of the next 12 months?

At a micro level, to focus on the origination, execution and delivery of activity in areas of strength and depth such as financial services whilst also stretching the mind, gaining

wider context and knowledge from the breadth of digital and consumer products; an approach I describe as the "T-shape".

At a macro level, it's too early to tell but a recent get away/get together with some trusted folk gave me much food (and drink) for thought! The next couple of months, with the November budget and telling economic performance on the lead up to even more food and drink at Christmas will be highly influential.

Thank you to everyone along the way.

#davidsonbutler #executivesearch #leadershipdevelopment



Davidson Butler is a private and independently owned executive search firm.

I am the founder and Managing Director and am privileged to be able to share my own personal thoughts and opinions without fear of reprisal from bosses, owners or hopefully too many overtly influential or potentially offended clients.

I will be honest and do my best to be fair and reasonable. On occasion this might be controversial. I am open to feedback and reserve the right to change my mind. I aim to practice what I preach and welcome reminding when I don't.

My intention is to encourage reflection and consideration and influence key decision makers on the way in which we interact, assess and treat people as we go about looking to recruit or be recruited.