



OVERVIEW

Paul is an Operating Partner at Merryck & Co having spent 20 years in the Talent and Leadership space within FTSE 250/100 companies. Paul works across a portfolio of accounts, providing strategic counsel to business leaders and stakeholders. He also leads on Merryck's business strategy across the Middle East.

Paul supports senior and executive leadership teams to develop their impact and effectiveness by building effective succession pipelines and the integration of senior external hires. He is a qualified Executive Coach and is accredited in a range of psychological profiling tools which enables him to add value to his clients thinking and strategic choices.

Paul believes that sustainable business success is a result of great leadership and leadership teams and that investing in their continued success is the single most important activity that an organisation can focus on.

CAREER HISTORY

Paul has over 30 years experience working initially in commercial roles and the last 20 years in the Talent and Leadership Development space.

Prior to joining Merryck, Paul was Global VP of Talent for ARM Ltd and supported the most senior teams as they transitioned from a FTSE 50 into private ownership by Softbank. He led all talent functions during a period of rapid organisational growth and global expansion. Prior to this he led the talent management agenda at Telefonica O2 Europe after working within the UK business for 5 years. Previous sector experience includes Pharma with GSK, FMCG with Diageo and Financial Services with Lloyds and NatWest banks.

Paul has a BA (Hons) from Oxford Brookes, a Professional Certificate in Executive Coaching from Henley Business School and is an accredited practitioner in Hogan Leadership Profiles, B5 Plus Human Content, Emotional Intelligence EIP3 from PSI, SDI, FiroB and MBTI.

PERSONAL

When he is not working, Paul likes to keep fit and enjoys spending time outdoors either cycling, walking the dog or sailing.