



Mark Rutherford

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“Coaching at its best is a unique partnership that delivers sustainable growth, change and development in both the individual and the organisation”



Business Experience

Mark became a business coach following a 28 year career in investment banking. During his time in the industry, Mark worked for a number of the world's leading investment banks, including UBS, Deutsche Bank, DLJ, Lehman Brothers and Nomura. He held a variety of senior management positions both at a functional and business level, managed large teams both regionally and globally and sat on executive and operating committees.

Mark's time in financial services gave him broad and diverse experience of managing and working in large, complex organisations, together with the intricacies of working across different cultures and working with different nationalities. His experiences included the challenges of transitioning into new leadership roles, building new businesses, integrating teams into new entities following large corporate mergers / takeovers and the leadership challenges of restructuring businesses and its impact on its employees and other stakeholders.

These combined experiences gave Mark insight into the challenges of leadership and managing and adapting to change. The importance of relationship management underpins his approach to business coaching.

Education, Qualifications, Professional Positions

- BA Hons, Law - University of Nottingham
- AOEC Practitioner Diploma in Executive Coaching
- Certified to administer and interpret Hogan HPI, HDS and MVPI instruments
- Member of EMCC

Professional Expertise

Mark aims to be a positive catalyst for behavioural change and brings an authentic and empathetic approach to his coaching. He has deep experience on the realities and complexities of working in large diverse organisations and the challenges that individuals face within them. Whilst each individual is unique, he believes all are resourceful and have potential. Mark passionately believes that self awareness is at the heart of change and that what we are unaware of is often what controls us. He is results oriented and works well with clients who want to be stretched and challenged. Building self belief and responsibility are key to his approach.

Particular areas of focus are working with senior individuals to achieve rapid and effective transitions into new management roles and working with established leaders as they manage through periods of dynamic and disruptive organisational change.

Clients

Mark has coached clients at organisations including:

Advent Underwriting
Afrikids
Barings
Capital Generation Partners
Care International
Childs Farm
Close Brothers
CVC
CRUK
EMSO
HG Capital
Infosys
JUST Group
Liontrust
Lloyds of London
Marie Curie
McArthurGlen
Mind
Morgan Stanley
NSPCC
Refinitiv
Royal Mail
TPICAP
Tradeweb
Varde Partners