

MILES | ADVISORY

Board

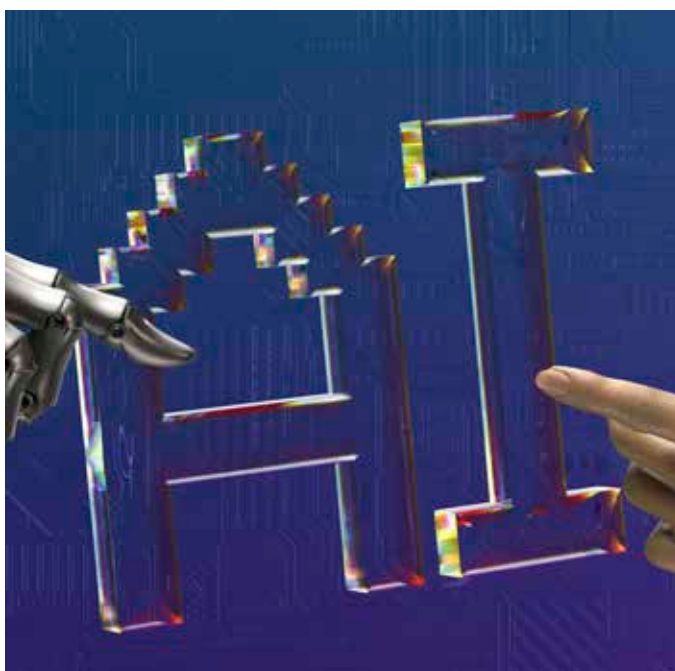
Services





About Us

We work with clients to build and strengthen the capability of their Boards through executive search, succession planning and the provision of independent insight and advice.

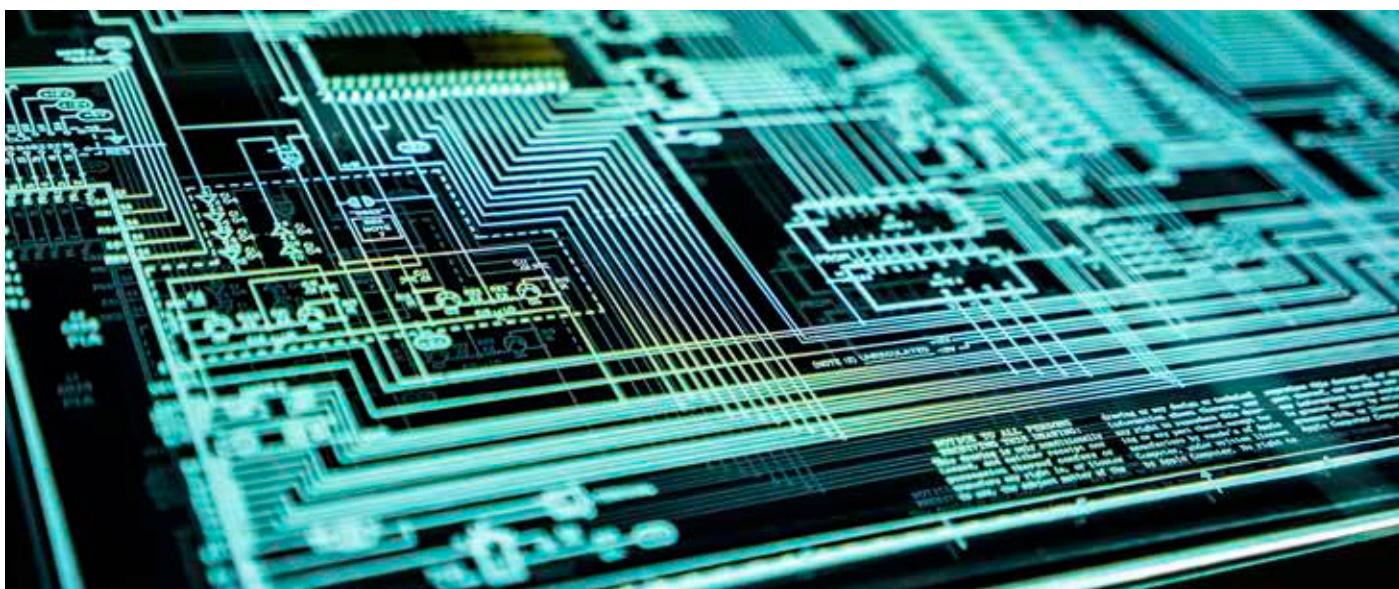
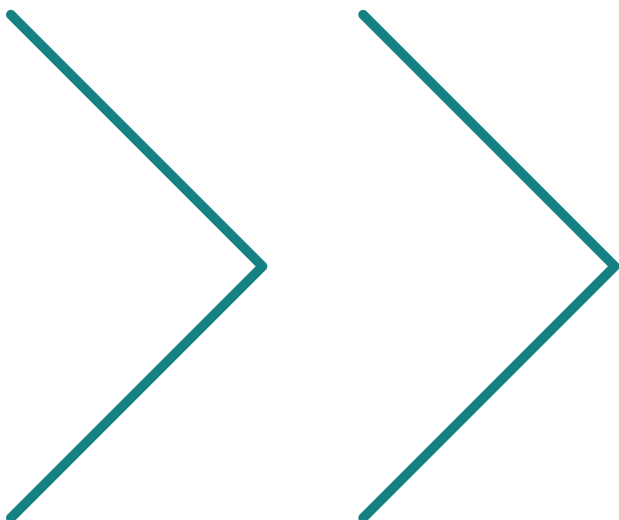


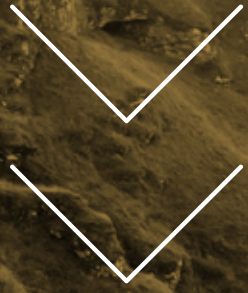
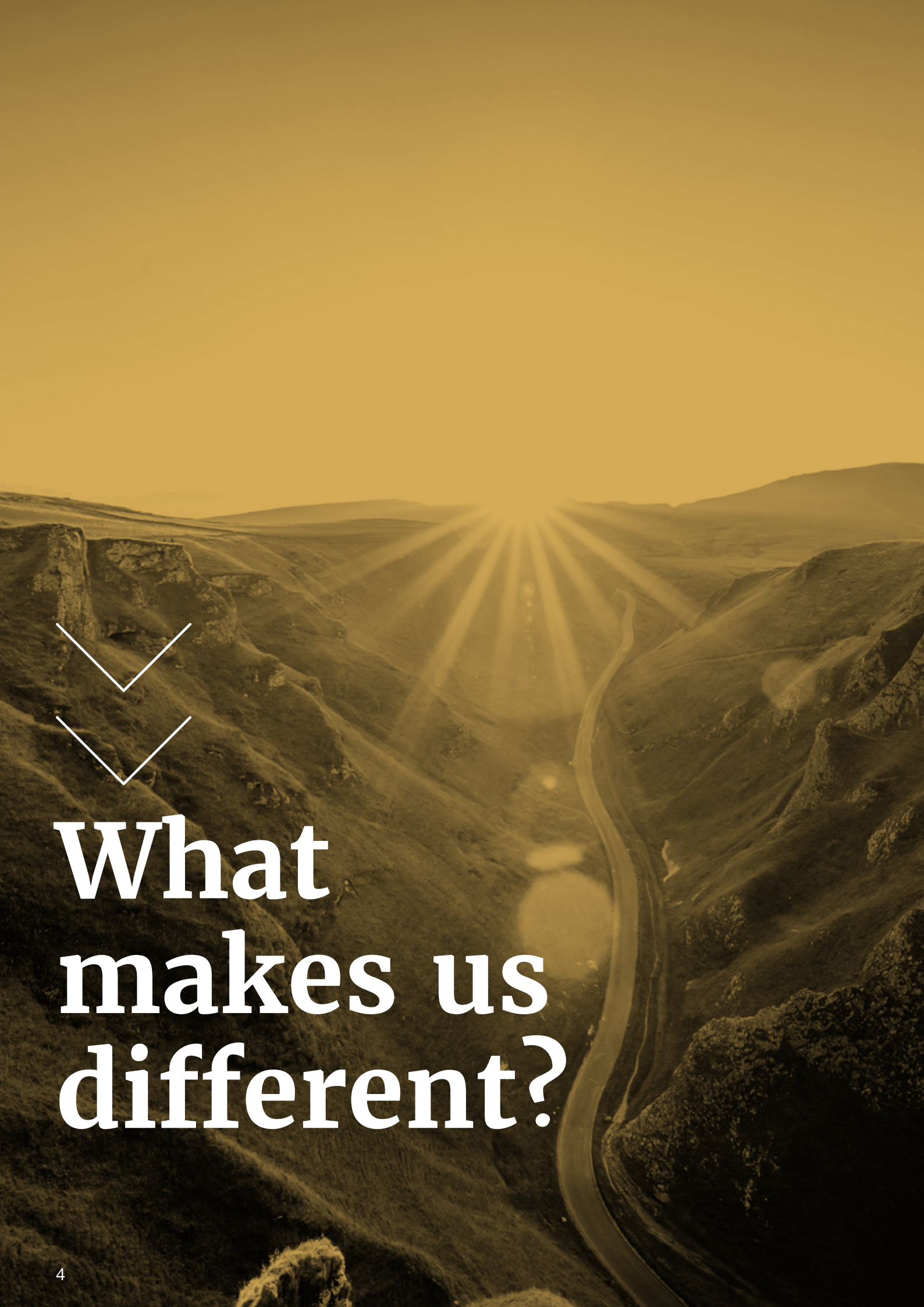
Our Partners have been delivering an integrated suite of advisory services including executive search, succession planning, review, assessment and coaching for more than 20 years.

Our role is to support the Boards of our clients in delivering against their ambitions, ensuring they fully effective and sustainable for the future.

Our broad cross-sector knowledge enables us to provide a new focus to challenging appointments through which we can apply lateral and enhanced creative thinking. Interwoven with our process is a strong commitment to due diligence, risk, compliance and regulatory requirements.

The diversity of our networks, and our investment in building Board-ready talent pipelines, enables us to deliver shortlists that blend highly experienced portfolio holders through to the best of the new and emerging Board talent.





**What
makes us
different?**

Informed

Our Partners have been working with Boards for over two decades. We have seen, first-hand, the evolution of the dynamics of governance and the importance of Boards keeping pace with rapid technological, economic and political change. We bring valuable market insight that helps shape, and if appropriate, challenge and stress test, our client's brief.

The depth of our understanding of our markets and the time we invest in truly understanding the composition and the dynamics of the Boards we work with means that we can deliver a compelling, yet realistic, message to potential candidates.



High-Touch & Tailored

Clear and regular communication is the cornerstone of our candidate engagement. We invest significant time supporting our candidates through the appointment process, providing thorough briefings, informed insight and detailed feedback at each stage. We recognise that not all candidates are 'made the same' and indeed our networks span highly experienced portfolio holders through to those who are seeking their first Board appointment. However, we are strongly committed to delivering equity in the process and therefore we tailor the depth and nature of our support accordingly.

Likewise we offer services tailored to your particular needs, whether it's supporting succession planning, a market mapping exercise or a full end-to-end process.

Long Term Support

We go further than the placing of candidates, working with our clients and candidates to support onboarding and early integration. By maintaining close relationships with all, we can support the building of a greater mutual understanding of challenges and opportunities.

Unique to our business, and in line with our strong commitment to the diversification of Boards, we offer those placements who are new to the non-executive world the opportunity to have one-to-one coaching with an experienced Chair in their first year.

An aerial, high-angle photograph of a city street, likely in London, showing a prominent clock tower building (St. Martin-in-the-Fields) in the center. The image is overlaid with a semi-transparent blue filter. Two white chevron symbols point downwards towards the text.

Track Record

We have an extensive track record in supporting organisations to build diverse, strong, multidisciplinary Boards.

We work closely with a range of public sector bodies and organisations, and a defined number of UK and international clients including private health; banking (retail, private, commercial and SME); consumer finance; building societies; asset finance intermediaries; insurance; business services and wealth management.

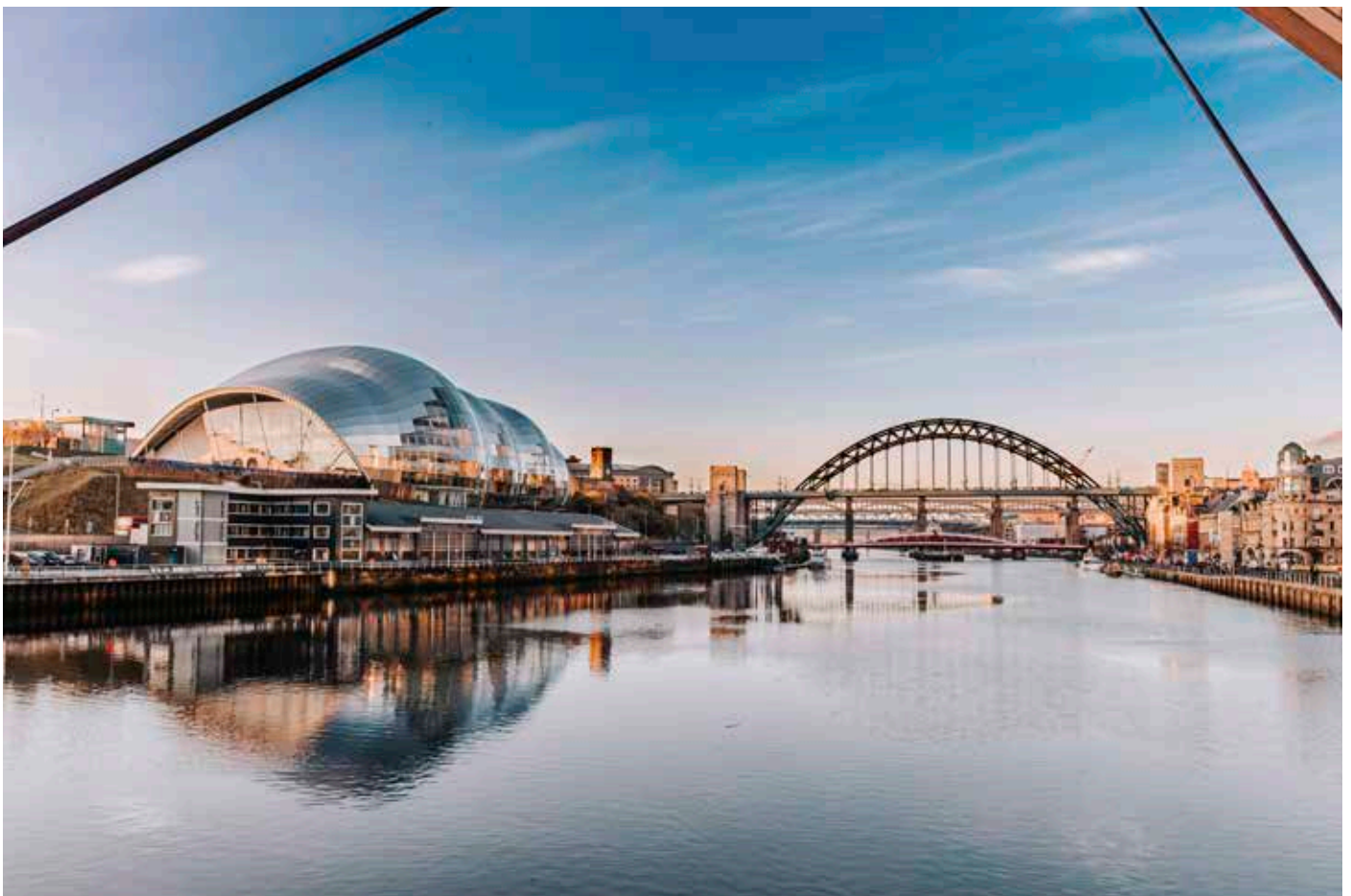
Since 2019, our Board placements have outperformed national standards in terms of gender and ethnicity.

Our broad and diverse private and public sector networks, combined with our

close relationships with those who are strong advocates of diversity and who share their ideas and networks with us, enables us to deliver truly diverse shortlists for our clients.

In November 2019, Deborah was appointed a Women on Boards Ambassador in recognition of her support in encouraging and appointing women to Boards.

Andrea is the founder of the Women in Public Sector network and is a Coach and Mentor for the Home Office's Accelerate Programme.



A selection of our Partner's track record...

Commercial/private sector

Multinational Insurance

Chair of Risk

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UK plc - Banking

Chair of Audit

.....

UK - Payment Services

Chair

.....

UK Top 10 Mutual

Chair and NEDs

.....

UK FSTE All Share

Chair

.....

UK Banking plc

NED (IT/ops)

.....

UK Mortgage Lender

Chair and NEDs (including audit/risk)

.....

UK Top 10 Mutual (Wales) Chair,

Chair of Audit and Risk

.....

UK Multinational Insurance

NED and Market Mapping

.....

UK - SME Banking

Chair and NEDs (Full Board)

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UK Top 5 Mutual

NEDs

.....

UK Mortgage Lender

Chair and NEDs (Board refresh)

.....

UK Subsidiary Fortune 500 Insurance

Chair of Risk

Public

DVLA

NEDs and ARAC Chair

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House of Commons Commission

External Commissioner (NED)

.....

Scottish Government

NEDs

.....

Highways England/National Highways

NED

.....

Royal Mint

NED

.....

TfL

NEDs (total Board refresh)

.....

House of Commons Restoration & Renewal

(Sponsor Body)

Chair and NEDs

.....

London Legacy Development Corporation

Chair and Board (total refresh)

.....

Old Oak & Park Royal Development Corporation

Chair and Board (total refresh)

.....

Mayor's Office for Policing & Crime

Chair and Board – Ethics Committee



Our Partners



Deborah Cooper - Partner

Deborah Cooper is a Partner and Head of the Commercial Board Practice. She brings depth and breadth to her commercial sector experience and diverse corporate knowledge having worked with the FTSE100 and 250, challenger brands and start-ups/fintechs.

Deborah has strong relationships with clients, candidates, regulators, and other key stakeholders which is critical in highly dynamic environments and markets undergoing major change. She advises Boards in the recruitment of NEDs (including Chair and Chairs of Risk and Audit) and is experienced in appointing CEOs, MDs and C-Suite executives across a variety of functional leadership roles.

In November 2019, Deborah was appointed a Women on Boards Ambassador in recognition of her support in encouraging and appointing Women to Boards.

Andrea Trainer - Partner

Andrea Trainer is a Partner and Head of the Public Sector Board Practice. She brings over 22 years' experience of working with Regulators, Government and the broader public sector on a vast array of senior executive and Board appointments, including some of the most sensitive and high profile Ministerial and Public Appointments.

She has an extensive track record in the successful movement of FTSE 100 and 250 individuals into the most senior levels of Government and Regulation. She has advised prominent government and wider public sector Boards on recruitment and development and has led successful Board refreshes for organisations such as TfL, London Legacy Development Corporation, and the Scottish Government.

She is the founder of the Women in Public Sector network and is a Coach and Mentor for the Home Office's Accelerate Programme.



Contact us

Critical to our success is our ability to keep abreast of our markets. Aligned to this we regularly conduct research on emerging themes and issues facing the Boards we partner. If you would like to receive these articles, or wish to contribute to them, or if you have a requirement you would like to discuss, then please contact us on the details provided below.

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