

Non-execs boost growth at Plant Impact

When non-executive directors Ed Sharkey and David McNeilly took up their roles a year ago, they became a key part of the team driving growth at flourishing AIM-listed Plant Impact plc.

Providing enough food for the global population is one of the biggest challenges facing the world today. Preston-based company Plant Impact plc is helping to tackle this problem, through a range of technologies and products which reduce the stress caused to plants by temperature, drought, light, salinity and other factors.

David and Ed joined £7.5 million market cap Plant Impact after a very detailed

appointment process. It was a new venture for them both – David had not been a non-exec with a public company before while Ed was taking up his first non-exec role.

Both individuals had an outstanding track record in the global life sciences and agri-business sectors. David was attracted by the company's innovative approach to science and gaining public company experience, and both non-execs focus on adding value to the business's product development, supply chain management, sales and marketing.

They emphasise the importance of getting the right fit when choosing non-execs,

particularly for smaller companies. "Our appointments were the right decision on both sides," says Ed, "and we're looking forward to continuing to nurture a small business that will potentially make a huge difference to the world."



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Becoming a model leader

What makes an ideal leader? Judith Nicol of Athene Coaching outlines a new approach to leadership, and the benefits for both individuals and their organisations.

Leadership is rarely a constant. As the world becomes more sophisticated and diverse, our leaders must be able to flex their leadership style according to the situation.

We strongly believe that leaders can develop the self-awareness to increase their leadership range and encompass seemingly opposite facets such as intuition/intellect, control/enabling, clarity/ambiguity.

The key to this shift is integrating both 'Hard Power' and 'Soft Power'. The former is seen as a focused, results oriented approach to business, and the latter as more inclusive and caring.

Leaders who draw on both types of power encourage an inclusive, enabling organisational culture. This new approach will fundamentally improve both business and personal outcomes for organisations, as they develop and nurture men and women who can blend seemingly opposite ends of the power spectrum. Find out more about Judith's leadership model by selecting the link below.

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Finding opportunity in adversity

The rigours of the recession have caused many businesses, including Warren Partners, to take a long, hard look at themselves. Managing Director Joëlle Warren believes investment in the business and staying true to its core values has helped the consultancy to emerge stronger from the downturn.

Among the key lessons were the importance of maintaining morale and open lines of communication, enabling the

company to gain 100% staff satisfaction ratings. Both clients and candidates also relied on strategic advice from the Warren Partners team on responding to the difficult economic climate and preparing for the upturn.

Share Joëlle's thoughts on responding to recession by selecting the link below.



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