

Ways of working with me as an Investor



I'm a partner. A transformer and scaler with a deep specialism in People and Culture.

I normally work with the Founder CEOs and Boards of high-growth startups, often in the run up to and beyond Series A and heading towards Series B (or an exit).

I combine strategic insight with hands-on execution, leveraging my experience as a Chief People Officer in a high-growth tech startup, alongside my background in complex transformation and change in the UK and globally.

How I can help you

Strategic Advisory:

Investment Readiness: Preparing startups for investment rounds by ensuring they have the right people, processes, and culture in place.

Due Diligence Support: Assisting you in evaluating the leadership team, culture, and people-related risks and opportunities during the due diligence process.

Organisational Development:

Leadership Coaching: Providing personalized coaching for founders and their exec teams to enhance their leadership capabilities and ability to drive the strategic goals.

Team Building: Helping to build high-performing teams by recruiting top talent and creating a focused workforce that wants to go the extra mile.

Scaling Operations:

Growth Planning: Designing and implementing scalable organisational structures and processes to support rapid growth.

Culture Scaling: Ensuring the startup's culture evolves in a way that supports growth while retaining the core values and mission.

Change Management:

Transformation Projects: Leading and managing large-scale transformation projects to improve efficiency, drive innovation, and support business goals.

Crisis Management: Navigating challenges and crises with effective communication and strategic action plans to ensure stability and continued growth.

Performance Optimisation:

HR Systems and Processes: Implementing robust HR systems and processes that align with business objectives and support performance management.

Employee Engagement: Developing strategies to boost employee engagement, satisfaction, and retention, which are critical for sustained growth.

Exit Preparation:

Succession Planning: Preparing the organisation for a successful exit by identifying and developing future leaders.

Integration Support: Assisting with the integration process post-acquisition to ensure a smooth transition and alignment of cultures.



Today's FAST world
requires faster, better decisions +
executing them faster

Most time in teams
is spent in conversation with others

Delivering value from meetings
(formal and informal) is more
important than ever

I am a licensed trainer in the
Meeting MACS™ methodology from
[Team Up](#).

It is 'fast teaming in a box' that
reduces the inevitable dysfunctions
of teams.

A fast-track for high-growth startups
where every contribution – and every
minute – needs to count.