

# The complete manager



**DEBORAH THOMAS** CONSIDERS HOW A MENTOR OR COACH CAN HELP TURN THE TREASURER INTO AN EVEN MORE VALUABLE CORPORATE RESOURCE.

As markets get ever more competitive and clients seek to match candidate criteria to the nth degree, individuals' strengths lie not just in their academic and professional skill set but also in their softer skill competencies. It is ever more important (both for internal and external promotion) that individuals give themselves the best possible opportunity to stand out. To this end, while professional qualifications are key, individuals can also work on softer skills such as leadership, engagement and empathy. Not everyone can be the next CEO, but the rounded commercial individual is highly valued by businesses.

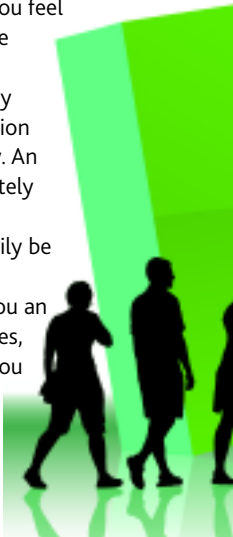
HR wisdom has it that employees often leave the company because of their boss rather than the firm. Everyone has come across individuals who are technically strong but not nearly so great at people management (sometimes through no real fault of their own, just lack of training and development). Coaching and development offer the best opportunities for individuals and their employers to do something about this.

Psychometric testing can help individuals identify their strengths and weaknesses. While psychometrics are often seen as all about assessing new recruits they can also play an invaluable role in

internal training and development programmes, and individuals may wish to take them for their own confidential assessment.

Another approach is to engage with a mentor or coach. The mentor/coach must be someone you trust and whom you feel can add value to your development. Sometimes they are internal resources, which can be useful in terms of understanding the dynamics of the organisation but may be a double-edged weapon depending on how information is dealt with and how it affects your exposure internally. An external mentor/coach has the benefit of being completely independent but may have little understanding of the dynamics of your organisation and so may not necessarily be able to act as an internal champion for you.

Whichever choice you make, a mentor/coach gives you an excellent opportunity to brainstorm, to share experiences, doubts, worries and plans, and to target specific areas you would like to work on, with actionable points and review. Individuals often find themselves in a position of not having an independent source of support and feeling unable to improve their position without leaving.



## Going places

THIS MONTH'S ROSTER OF ACT MEMBERS WHO HAVE MOVED ON IN THEIR CAREERS.

■ **Christopher Blake** MCT, previously associate, liquidity and asset liability management at the Financial Services Authority, has joined HSBC Bank as senior manager, group asset and liability management.

■ **Michael Browning** AMCT has been appointed director at Browning Treasury. He was previously director at Berry Asset Management.

■ **Ian Goulbourne** AMCT, previously credit risk controller at UBS, has joined Credit Suisse Securities (Europe) as director, credit risk management.

■ **Jason Grover** FCT has been appointed chief financial officer at Martindale Pharma. He was previously director of group finance at Findus Group.

■ **Christopher Hill** AMCT, previously chief financial officer at Travelex, has joined IG Group as chief financial officer.

■ **Atif Malik** AMCT has left his position as

director, loan markets, at Lloyds Banking Group, and joined Barclays Bank as director, syndicate.

■ **Iain Malthouse** AMCT, previously internal audit manager at Budget Insurance, has joined Whitworth as procurement finance manager.

■ **Simon Myers** MCT has been appointed executive director at West London Synagogue. He was previously director at Simon Myers Management Services.

■ **Dmitry Olshevsky** AMCT, previously a treasury consultant at BearingPoint, has joined Rostelecom as head of liquidity management.

■ **Douglas Pearson** AMCT, previously treasury manager for Aldwyck Housing Group, has joined Electrocomponents as treasury analyst.

■ **Federico Perciavalle** AMCT has left his position as treasury manager at Intel and joined Dyson as treasury operations manager.

■ **Damian Pickard** MCT has left his position as head of management accounting at Jardine Lloyd Thompson Group and joined the University of Northampton as a senior lecturer.

■ **Keith Pollocks** AMCT has joined MMG as group treasurer. He was previously company secretary at Lyondell Basell Australia.

■ **Peter Robinson** MCT has joined the Financial Services Authority as an associate. He was previously middle office manager at Britannia Building Society.



Mentoring or coaching can provide the missing engagement and support, and enable an individual to develop their broader skill set.

It's worth reviewing your current situation, strengths and weakness and how you might improve. 360-degree analysis is most useful and could be something to consider over the coming months.

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- **Yury Samokhin** AMCT has been appointed executive consultant at Transitional Markets Consultancy. He was previously chief financial officer at Stroimontage Corporation.
- **Vishal Sharma** AMCT has been appointed as treasury dealer at Tesco. He was previously money markets dealer at Coventry Building Society.
- **Gary Slawther** FCT, previously interim group treasurer at DouglasBay Capital, has joined Octal Petrochemicals as corporate treasurer.
- **Paresh Tailor** AMCT has joined Aspen Insurance as head of treasury. He was previously SVP, global business solutions, at Bank of America Merrill Lynch.
- **Elliott Webster** AMCT has left his position as financial controller at You at Work and joined Aquaco Water Recycling as managing director.
- **Iain Wetherall** MCT has left his position as group risk manager at Royal Ahold and joined Wizz Air Group as head of corporate finance and investor relations.

## MEMBERS' DIRECTORY

Members' contact details are updated regularly at [www.treasurers.org](http://www.treasurers.org). Email changes to Matthew Trickey: [mtrickey@treasurers.org](mailto:mtrickey@treasurers.org), or phone +44 (0)20 7847 2557

## CAREERS

For up-to-date treasury vacancies and careers articles, log onto: [www.treasurers.org/careers](http://www.treasurers.org/careers)

# Essential Events and Conferences from the ACT

## ACT INTERNATIONAL TRADE & EXPORT CONFERENCE

### Opening the right doors

20 September 2011, Manchester

This half-day conference will highlight the latest market initiatives to boost exports and provide practical insight from experienced exporters. Key topics include:

- what treasurers need to know about trade finance instruments and rules
- how the ECGD is working to support UK businesses
- effective currency risk management
- the potential impact of Basel III on trade finance

## ACT Corporate Funding Conference

### Money, markets and momentum

5 October 2011, London

This half-day conference will provide an essential update on the financial landscape for businesses. Key topics include:

- challenges and opportunities for borrowers in the next 12 months
- the role of the loan markets in corporate funding
- access to the bond markets and other non-bank lending options
- preparing for the impact of new bank regulation

## ACT ANNUAL DINNER

9 November 2011, London

Join us this year at the prestigious Grosvenor House Hotel for an evening of good food, fine wine and excellent company.

## ACT MIDDLE EAST ANNUAL CONFERENCE

16 November 2011, Dubai

This one-day conference and exhibition is the event of the year for treasury and finance professionals in the Middle East.

## ACT CASH & TREASURY MANAGEMENT CONFERENCE

11 January 2012, Hong Kong

This one-day conference will provide an essential update for anyone involved in the cash and treasury management of their organisation.

## ACT ANNUAL CASH MANAGEMENT CONFERENCE

28-29 February 2012, London

This two-day conference covers the latest industry trends and cash management solutions which are essential for today's treasurer.

BOOK ONLINE AT [WWW.TREASURERS.ORG/EVENTS](http://WWW.TREASURERS.ORG/EVENTS)

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