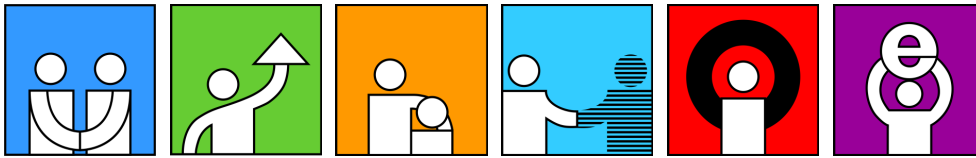


RANMORE



consulting development coaching modelling targeting e-knowledge

Associate Profile

Dr Mark Jenner

Mark is a leadership development consultant and a Senior Associate of Ranmore Consulting. He helps organisations decide what kind of leadership they need and how to build it.

With 15 years experience in a range of sectors, including Construction, Professional Services, Financial Services and Higher Education, Mark brings a unique architectural approach to leadership development. Working with leaders at all levels, he helps organisations identify targets for leadership development – people, organisational units, and critical issues requiring attention. Mark builds development strategies and assessment processes. He designs and facilitates leadership programmes where the emphasis is on developing collective leadership capability as well as individual leader effectiveness.

One of Mark's core values is partnership. Having worked in senior learning and organisational development roles in Barclays Bank, Ernst & Young and Bovis Construction, he understands the importance of working in conjunction with an internal HR or OD professional.

Mark's projects have included:

- Working with a global consultancy to help them define a leadership framework for their business and develop the capability of a key group of their senior leaders.
- Conducting a comprehensive assessment of leadership capability at the top of a large financial institution and working with them to develop an 'enterprise-wide' leadership perspective aligned to the business strategy.
- Designing and facilitating a flagship leadership development process for high potential senior executives, blending assessment, coaching, team development and action learning.
- Creating a development process for 100 senior corporate bankers which included a 3-day Leadership Development Centre and the formation of an 'Inspired Leaders' network.
- Managing the development of executive consultants through the Partner-entry process in a Professional Services firm, including candidate preparation, assessment centre observation and assessment, report-writing and feedback, and ongoing coaching and development support.