





Leadership

Stephen Purvis
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The Speaker

- Born in Shotley Bridge on the border of County Durham & Northumberland, but grew up in Tanzania
- Commissioned into the Royal Navy in 1998 as a Warfare Officer;
- Navigated various warships before being selected for flying training as a pilot;
- Flew various fixed and rotary wing aircraft frontline around the globe;
- Medical retirement in 2011, started a bespoke software business;
- Grew to be a group of 5 companies, sold in 2016;
- Now an active business and property investor, own and manage a small country estate in mid-Northumberland and variety of voluntary work;
- Chairman of the policy think tank PolicyNorth;
- Christian

What qualifies me to speak to you today?

- 13 years military leadership experience, with Command of men and women in combat and on operations around the globe;
- Founded, scaled and sold an organisation that in 5 years grew from 2 to 89 employees and consistently grew turnover and profit by 100% per annum, peaking at 385% annual growth;
- Chartered Member of the Institute of Leadership and Management;
- Chairman or Non-Executive Director of 8 high growth and complex businesses;
- Governor at the Northumberland Church of England Academy

What is Leadership?

- It is often easier to say what Leadership **is not**
- It is **not** concerned with the known, constant or predictable
- It is **not** about style, temperament or method of delivery
- It is **not** about being the loudest voice in the room, or the most intelligent mind
- It is **not** concerned with any action that would have occurred in the absence of input
- It is **not** a job title, name badge, rank slide or uniform
- It is **incredibly** difficult to teach, although it is possible

“The action of leading a group of people or an organisation”

OED

“Leadership is a process of giving purpose (meaningful direction) to collective effort, and causing willing effort to be expended to achieve purpose”

Jacques & Jacques 1990

“Management is doing things right, Leadership is doing the right things”

Peter Drucker

INSPIRE ACTION
AGAINST INHERENT WILL
MANAGE THE UNKNOWN

The standards you are prepared to walk by, are the standards you are prepared to accept.

Leaders take ownership of their superior's decisions

If you want to change the world ...
... start by making your bed



Case Study 1







Case Study 2



Case Study 3



Closing thoughts on Leadership

- Put God first
- You've only got it right when it feels like you no longer have to work at it
- Never demand respect, earn it
- Own every decision personally
- Be prepared to hand over your desk and business card to someone who is far more capable than you

• Make your bed!



Leadership
