



"Becoming a leader is synonymous with becoming yourself. It is precisely that simple; and it is also that difficult"

- Warren G. Bennis

Ken Whitton – N Vision Senior Partner Profile

Ken graduated from Cambridge University in 1981 with a first-class honors degree in economics. He worked as an economist in Malawi for 2 years and then for 4 years as a management consultant, working principally on reform of public sector companies in Africa and Asia. In 1988 he attended Europe's leading business school, Insead (in Fontainebleau, France), and was awarded an MBA with Distinction, coming first in his class.

Ken returned to the UK as Director of Strategy for Coopers & Lybrand and led the planning and project management of the merger of C&L with Deloitte in 1989.

He moved to Kingfisher, the European retail group, in 1994, as Director of Strategy. He was responsible for the development of the Group's overall corporate strategy and for advising the Boards of the eight subsidiary companies (including Woolworths, B&Q inter alia) on their strategic development and business planning.

In 1998 he was appointed Director of Organization Development, working on the strengthening of the Group's internal organization and business processes. He was also in charge of all senior management development across this \$10bn group. Ken was a Non-Executive Director of Woolworths and Superdrug from 1997-2001.

Ken left Kingfisher in 2001 and is now a freelance trainer, consultant and executive coach. He runs training courses for senior managers on Strategy and Strategic Thinking, introducing senior managers to the models and frameworks of strategic analysis, but also the different thinking styles and management behaviors that are required to develop and implement strategy effectively.

As an executive coach, Ken works with senior managers on both their strategic thinking and aspects of personal development: Ken is a great believer in the Warren Bennis quote on the challenges of leadership – *"I have never seen anyone derailed from top leadership because of a lack of business literacy or conceptual skills. It is always because of lapses of judgment or questions of character. Always."* By helping hone their strategic judgment and better understand the patterns and edges of their character, Ken aims to help leaders keep themselves on the rails and reach their desired destination!

Ken was born in 1960, is married and lives in Southern England. English is his mother tongue and he has worked in both French and German. His main leisure interest is golf, which he tries to play as often as possible to protect his handicap of 4.