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Growth Ambitions.....

GS-insight explores some of the latest trends and opportunities in the international technology industry

Welcome to the 34th edition of GS-insight, the magazine of international technology sector Executive Search specialists, Gillamor Stephens. This is a unique edition as it is the first to be published under our new ownership structure; we were delighted to be acquired in early 2018 by Sheffield Haworth, a leading global talent consulting firm. Established in 1993 with ten offices throughout the Americas, Europe, Middle East and Asia Pacific, Sheffield Haworth provides Executive Search, Consulting Solutions and Talent Advisory services to clients in the Financial Services, Real Estate, Business & Professional Services and Technology industries.

This acquisition is already having a positive impact on both entities and most importantly for our clients. Our businesses share a common capability and passion to solve clients' talent needs and being part of a bigger group, Gillamor Stephens are now able to provide a wider range of services to our clients as well being able to better serve them on an international basis. Gillamor Stephens is continuing to trade under our brand and being part of The Sheffield Haworth Group is allowing us to realise our shared ambitions in the Technology sector and accelerate growth.

In fact, growth and internationalisation have certainly been key themes for many of our clients in recent months. Despite the ongoing uncertainty over Brexit, debt and equity financing are still readily available to UK headquartered technology businesses and this has certainly meant we have been extremely busy supporting companies to ensure they have the right leaders in key roles to shape and execute their business strategies. There has been considerable senior level hiring activity in a sector of the market that we broadly define as Deep Tech - these are innovators and industry disruptors in areas such as battery technology, autonomous vehicles, space tech and industrial IOT. Many of these companies were borne out of academic research at leading universities and have moved through seed capital funding, then secured significant A/B round

investments and are appointing experienced executives to drive their commercialisation and market development plans with the majority being global searches for the best talent.

The enterprise software sector has been equally busy and while in recent months we have worked on many search assignments in several of the key functional areas (sales leadership, CMO, Customer Experience) we have noticed that two key roles are in particular demand. Firstly CTOs, to lead the Agile development of intuitive applications, harnessing digital technologies to transform how businesses work and collaborate. Secondly CFOs, who have the ability and experience to provide insight, analysis and constructive challenge to the CEO and Board, influencing and persuading to make the right strategic and investment decisions that will impact the growth, direction and profitability of the business.

In IT services we are seeing the rise of some very innovative companies that are transforming organisations with new customer centric AI products, delivered with agility and speed as well as migrating organisations to the cloud - these companies are hiring entrepreneurial leaders who understand how to define and sell new value propositions and have a track record of scaling services businesses.

Finally, we are still seeing European growth ambitions from well-funded US headquartered SaaS businesses and as an example recently supported one of these companies to hire VPs in five countries.

Paul Gillespie and I founded Gillamor Stephens in in the heady days of the dotcom era and now, 20 years on, as part of Sheffield Haworth our commitment to recruiting leadership talent for Technology companies remains as high as ever.

I hope you enjoy this issue and I welcome your feedback.

Steve Morrison

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GS-insight can be viewed and downloaded from www.gillamorstephens.com
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