

CHANGING LIVES FOR BETTER ORGANISATIONS; CHANGING ORGANISATIONS FOR BETTER LIVES

Blacklight Advisory is a process-based specialist advisory team helping leaders of organisations diagnose complex problems and resolve them with material outcomes. We do this by uncovering what goes on in organisations; often by shining a light on what is unconscious and hidden. Our clients are leaders focused on issues of disruption, growth and in creating a global mindset.

WHAT WE DO:

LEADERSHIP

We have significant experience of developing multi-national learning programmes for experienced C-suite leaders through to middle managers and emerging leadership talent.

CULTURE

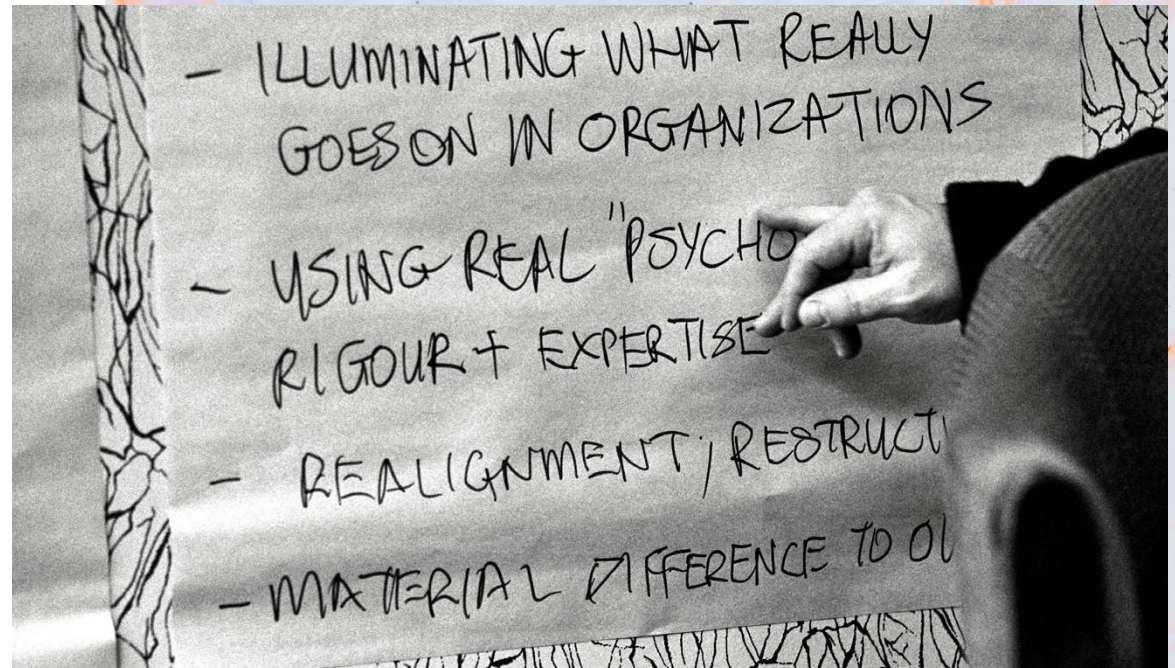
We understand culture as an unconscious collection of behavioural patterns. This insight enables us to identify systemic changes that really impacts what's going on and create a 'healthy' environment for people to work in.

ORGANISATION

We engage leadership at an emotional level to create organisational purpose, strategy and design that people are willing to commit to. We ensure that there is robust 'process' to support the implementation to ensure material outcomes.

COACHING

We have a global coaching panel that supports the development of leaders in the interaction between personal experiences, the goals of the organisation, the culture and external factors of influence.



“THE TEAM AT BLACKLIGHT FACILITATED A CHALLENGING, FUN AND COMPREHENSIVE TRANSFORMATION PROCESS THAT DELIVERED WELL BEYOND WHAT WE ORIGINALLY EXPECTED. IT’S GIVEN US A PURPOSE THAT WILL GET US OUT OF BED IN THE MORNING AND ENABLE US TO LOOK FORWARD TO GETTING INTO WORK.”

HR Director, UK Insurer

“OUTSTANDING CONSULTANCY WORK AROUND LEADERSHIP DEVELOPMENT AND COACHING PERFORMED WITH MY LEADERSHIP TEAM. THEIR UNIQUE LISTENING SKILLS, KNOWLEDGE AND APTITUDE ENABLES THEM TO DELIVER TANGIBLE AND TRANSFORMATIONAL RESULTS FOR THEIR CLIENTS. THEY APPLY PROFOUND PERSONAL INTEGRITY AND COMMERCIAL APPROACH.”

CEO International Trust and Fiduciary Business

BACKGROUND

We have backgrounds in the large professional services firms – which have shaped our professionalism and standards. However, as a boutique advisory firm we can now help our clients in a way that is truly creative, impactful and unconstrained. This enables us to run innovative change processes focused on material and enduring changes in the behaviours of individuals within the organisation. We have a global footprint and work with clients all over the world.

 **Blacklight** Advisory

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CLIENTS

We have worked with many leadership teams in diverse contexts: from mature global organisations to start ups; from regulatory challenges to acquisitions; from working with thousands of employees to coaching individuals.

 ACCURO

 Bovill



 CDC
Investment works

 Coutts

 Canada Life

 FCA
FINANCIAL
CONDUCT
AUTHORITY

 Investec

 LEAPFROG
INVESTMENTS

 the Money
Advice Service

 MSAmlin

 Santander