
Andy Bass, PhD

Drive Performance. Release Change.tm

Leadership Transition Advisory

- Confidential counsel through key leadership transitions (New CEO, newly promoted executive, “from owner to earn out”, handing over the reigns etc)
 - An assured focus on the key factors that will create the results you need
 - Help in protecting yourself from distractions and secondary issues
 - Support in dealing with challenges, blockers and nay-sayers
 - Secure progress on your most pressing priorities
 - Refining the leadership style that’s most natural to *you*
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Leadership Transitions

There is no substitute for dedicated interactive support. In my work with individuals, my focus is simply this: to help them make a stand-out, career-transforming impact whatever stage they are at in their leadership journey. For example, I've helped:

- New Chief Executives to set their strategy and turn it into action.
- Senior leaders to move ahead with crucial decisions, key promotions, handling dissent among their senior team and influencing difficult people.
- Emerging leaders to develop their styles, build their teams and deliver.
- Workaholics to achieve more life balance while maintaining or improving performance.
- Individual entrepreneurs to refine, plan for and achieve their goals.

What others say

"Senior leaders can get pretty isolated. We can't share every thought with employees: most of them will be guarded about challenging or bringing tough messages. With Andy, you can discuss any matter, and you know you'll get a smart view. Plus, he'll call you on gaps in your thinking and when required, steer you towards something better.

David J. Pritchett, President,
Rieke Packaging Systems (A TriMas
Company)

"Andy displays this rare mix of confidence, humanity, subject knowledge and wonderful skill in his one-to-one work. His insightful approach and focus on achieving results are impressive. A true professional."

Paul Heldens, Managing Director
at Dornbracht International
GmbH/ Chief Sales Officer at
Dornbracht Group

"Andy's focus and ability to ask trenchant questions at just the right time has been invaluable in helping my business fulfil its potential, and moreover, to do it without succumbing to pressure to compromise the vision."

Alex Smith,
Founder, Basic Arts

Typical sequence...

Big Picture

Where are you now? What do you want it to look like in a year, and therefore in 90 days? Where's the juice going to come from? What will you need to change?

Game plan

Key steps, resources to acquire, people to influence, potential enablers and blockers to take into account.

Advisory & support

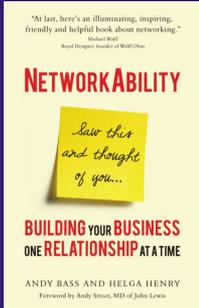
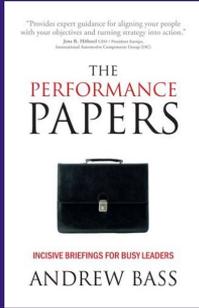
How are you progressing? What's working? What isn't? What are you learning? Troubleshooting, seizing emerging opportunities.



Andy Bass, Ph.D., founder of BassClusker Consulting, helps leaders of growth-oriented companies to create more value for themselves, their customers, employees and owners using resources they have already. By tapping into existing underappreciated potential, his clients are able to grow their businesses more quickly, typically with no or low capital investment, thereby achieving stretching growth goals and attendant personal rewards/fulfillment.

Andy has advised CEOs, senior leaders, founders and individual entrepreneurs. His consulting work with BassClusker Consulting has included engagements with clients in 27 industries across three continents.

He has also taught executive education programmes at Warwick, Strathclyde and Aston Business Schools for businesses including International Automotive Component Group, BUPA International, CeDo, Kier, and Vaisala.



"My role includes being more ambitious on my client's behalf than they think they ought to be - typically with pleasantly surprising results for them!"

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“As a consultant, coach and mentor he has the rare ability to mix the theory, intellectual rigour and practicality into a real value added offering to the businesses and individuals he works with.”

John Handley, Senior Director, Lloyds Development Capital

“Andy's gift as a coaching is for offering unusual ways to look at issues that make the right decision suddenly seem clear.”

James Stevenson
Group Risk and Insurance Manager, SEGRO Plc

“Andy doesn't repackage old ideas, he adds a genuinely new approach and engages with his clients with real empathy. Seriously impressive!”

Craig Preston, Area Director, Corporate, Aon Risk Solutions

To discuss working together, contact Andy:

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