LEADERSHIP PROFILE

Ben Payne.

Honesty. Trust. Room to work.

My beliefs, my way of working
and the perspective I bring.

Cambridge, UK / ben@benpayne.net



WHAT MATTERS TO ME

Clear direction. Trust in people.

I believe in being honest and transparent with my team, protecting their ability to do the work and giving them the trust to get on with their jobs.

Honesty

I want my team to know where they stand and understand what is happening. Being honest and transparent with them is something I won't compromise on.

Space to work

I see part of my role as protecting my team's ability to get on with their jobs. That means being there to support them and trusting them to do the work.

Potential

I'm willing to back someone who hasn't done the role before. I want to recognise their potential and give them an opportunity to show what they can do.

"Ben combines clear leadership with empathy, sound judgement and a genuine interest in the development of others."

Colleague feedback · HARMAN

How I work.

A practical perspective, formed by doing the work, running a business and leading teams.

Be honest and open	I want my team to know where they stand and understand what is happening. Being honest and transparent with them is something I won't compromise on.
Protect the work	I see part of my role as protecting my team's ability to get on with their jobs. That means being there to support them and trusting them to do the work.
Support people to grow	I believe in giving people responsibility, helping them develop their judgement and being available when they need a sounding board.
Back potential	I brought someone into a sales role who had no sales experience at all. They're now one of the best performing salespeople in the business as a whole.

THE EXPERIENCE BEHIND THE PERSPECTIVE

I founded and grew Illuminate Design to approximately £1m turnover, taking responsibility for finance, operations, people and clients. At Martin Professional, a North American turnaround delivered 28% year-on-year revenue growth during my assignment. In EMEA, the business delivered 345% revenue growth over three years, alongside a new organisational structure and stronger collaboration between sales and marketing.

> "I experienced Ben as an exceptionally thoughtful, structured and inclusive leader who brought out the best in both individuals and the wider team."

Senior Sales Colleague · HARMAN

ADVISORY & COMMUNITY

Spotcorp board advisor; Cranfield Trust volunteer; Cambridge United governance experience.

LEADERSHIP DEVELOPMENT

MBA Essentials, LSE
Board Advisor & NED Programme training, Connectd

Open to MD, CEO and Head of Sales roles, and consultancy conversations.

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