



SAINTY HIRD
& PARTNERS

RUPERT MATHIEU

LEADERSHIP COACH



After graduating in 1989 from Pembroke College, Cambridge, Rupert started his career as a graduate trainee at JP Morgan. Following a six-month financial training programme in New York, he then worked in fixed income markets as a salesman in London and trading in Tokyo. In 1997 he left JP Morgan to study for a MSc in Viticulture at the University of California, Davis.

Returning to London, he joined Sainty Hird & Partners in 1999, beginning his career in executive search. Initially he ran assignments across both capital markets and asset and wealth management, choosing to concentrate on the latter after the financial crisis of 2008. Now Managing Partner and co-owner of Sainty Hird & Partners, he continues to do executive searches at board and executive committee level.

Today, Rupert is principally active as, and increasingly known for his work as an executive and leadership coach. Having acted informally as an advisor and mentor for many years, his particular interest and expertise lies in effecting behavioural change to improve professional executive performance: tackling conscious and unconscious cognition; challenging biases and assumptions; altering perspectives and realigning motivation. More often than not, this approach helps his clients outside work too.

Feedback on Rupert's coaching:

- "The subtleties of his style challenged me to think, reflect and share without really realising that I was doing it." *Deputy CPO, Private Equity*
- "Rupert helped me to think differently, without judging or imposing an opinion." *CMO, FTSE 100*
- "He showed incredible sensitivity and a profound empathy." *NED, Global Consumer Company*
- "The session was transformational." *Head of Strategy, Swiss Software Company*
- "I have come away with tangible outcomes." *MD, Asset Management*
- "Rupert is an exceptional coach." *Chief of Staff, FTSE 100*
- "It was a process of disruptive, enriching discomfort." *CFO, Hedge Fund*

Rupert Mathieu has an MA in Classics from Pembroke College, Cambridge; an MSc in Viticulture from UC, Davis; the WSET Diploma; has completed the Executive Leadership Programme at Saïd Business School, Oxford; is a member of the International Coaching Federation; a PG Certificate in Coaching for Behavioural Change at Henley Business School; and is certified in Hogan's Assessments and the Leadership Versatility Index.

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