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I have been working with Ian for approximately 4 months at the time of writing. Having never worked with a business coach before I was initially sceptical in what it was that Ian would bring to benefit not just the business but me personally.

My scepticism very quickly turned into combination of relief, excitement, renewed enthusiasm and a timely reminder of what it was that we had initially set out to achieve.

Ian was able to understand the business at a high level very quickly and has always given me sound advice for the day to day issues that always sneak up on you !

In 4 short months we have revolutionised our recruitment process, improved staff morale considerably, increased volume by 35% which will increase our ever important bottom line figure. This is just the beginning.

Ian has not only provided significant, tangible value to our business but has helped me personally to become a better Manager.

So much has been achieved in such a short space of time, I am genuinely excited to what can be achieved in the next 4 months or even year.

Needless to say I am no longer sceptical, in fact quite the opposite. I would recommend Ian to anyone who would embrace it, in fact I have.

James Harding  
Head of Operations  
Innovation Conversant Data Ltd