



# REACT CLARITY

*Kerry Spence*

Your vision – we make it work.

# INTRODUCING...



# Kerry Spence

## Practical Interim and Consultancy Solutions for Your Business

Kerry Spence is your go-to expert for interim management and consultancy solutions. With over 30 years of business experience across various industries, Kerry has founded and managed successful businesses, held roles right up to board level, and has been at the forefront during periods of rapid company growth.

Kerry is a seasoned troubleshooter, problem solver, strategist and fixer, with a passion for and a deep understanding of people management.

Kerry offers hands-on, practical, and common-sense support to help you navigate business growth, change, and difficult situations. She doesn't just advise – she rolls up her sleeves and gets it done for you!

Whatever your business challenge, Kerry Spence is here to support you every step of the way.

**Your vision – we make it work.**



# TAILORED INTERIM SOLUTIONS FOR YOUR BUSINESS CHALLENGES

## WHY US



**01**

**OVER 30 YEAR'S  
EXPERIENCE**

Cross industry and  
business functions at  
director level.



**02**

**SAVING YOU  
TIME**

Undertaking those  
tasks that you can't  
get to.



**03**

**PEOPLE  
MANAGEMENT  
EXPERT**

Practical experience  
with international  
teams.



**04**

**WE DO IT  
FOR YOU**

Interim support  
from a competent  
professional.



**05**

**SAVING YOU  
MONEY**

Optomising business  
operations and team  
performance.



**Take the first step towards a better work-life balance with our interim (fractional) succession management service.** Perfect for business owners who want to step back for a better work/life balance and for family businesses preparing for the next generation. Our part-time, interim management service provides a safe low risk and easy way to transition without long-term commitments or costs.

## Key Features

- **Controlled step back:** We help you let go slowly and carefully without a long-term commitment.
- **Interim Leadership:** We provide temporary part time leadership until you transition into a new management structure.
- **Tailored Executive Search:** We use our deep understanding of your business to define the role/s and management structure to help you build your team.
- **Team Alignment:** We ensure your team members are in the right roles and performing at their best to maintain business performance and seamless integration of any new hire.
- **Coaching the next generation:** Mentoring and support for the next generation or new hires.
- **Productivity Enhancement:** We help you maintain operational efficiency, during change ensuring continued productivity and profitability.



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## Key Benefits

- **Flexible Interim Solution:** Maintain continuity with temporary leadership while you sample stepping back. Extent and pace is up to you.
- **Protect Your Business:** Ensure your business remains stable during any succession process.
- **Work life balance and flexibility:** Create space and time and the opportunity to achieve a healthier work-life balance.
- **Low risk solution:** Maintain control in a cost-effective manner with flexibility to take additional time away from the business.
- **Cost savings:** With a deep understanding of your business, we help you identify the right senior leader, avoiding any costly hiring mistakes.
- **Smooth Transition:** Fully prepare your organisation to support and welcome new hires by establishing a robust system, structure, and positive culture.
- **Coach the Next Generation:** Hands-on coaching to prepare for new roles.

## BUY BACK YOUR TIME

Trust your business to experienced and capable hands, stay as involved as you desire, and confidently take a step back to enjoy a higher quality of life with minimal risk.



# LEADER FOR HIRE – HOW IT WORKS

01

## YOU SET THE PACE

Test the water in a way that is comfortable for you.



02

## BUSINESS PROTECTION

In safe hands with a professional expert.



03

## WORK/LIFE BALANCE

Creating space and time within your control.



04

## LOW RISK

Interim consultancy - no need for full time hire until you are ready.



05

## SAVING YOU MONEY

Avoid costly hiring mistakes.



06

## TAILORED EXECUTIVE SEARCH

Finding and supporting your successor.



# BUSINESS TURNAROUND



**Business Turnaround is a comprehensive consulting service dedicated to revitalising and transforming your business across all critical functions.**

Our process begins with a meticulous deep dive into your business operations, identifying gaps and opportunities, and culminates in the creation and implementation of a practical, prioritised, actionable plan for sustained improvement.



## Key Features

- **In-Depth Diagnostic Review:** Detailed analysis of each business function to uncover gaps and inefficiencies, pinpoint areas for improvement, and identify growth opportunities.
- **Strategic Action Plan:** Development of a bespoke, practical step-by-step plan with clear priorities to drive your business towards optimal performance.
- **Hands-On Implementation/Interim Management:** Expert assistance, interim management and support for you and your team in executing the action plan, ensuring strategies are effectively implemented and objectives are met.
- **Team Mentoring:** Ongoing coaching and support for your team throughout the implementation phase, enhancing skills and fostering a culture of continuous improvement.
- **Sustained Support:** Long-term partnership offering continuous mentorship and guidance to ensure lasting success and adaptability in a dynamic market.

## BUILD A BETTER BUSINESS

If you need to overhaul your team and culture, increase productivity, make more money, and optimise business performance, our Business Turnaround provides the expertise and support necessary to drive significant, lasting improvements with the ultimate goals of increased turnover and profit and a positive and productive business culture and team.



Team SYNC is a comprehensive consulting service designed to optimise your workforce and culture for peak performance and cohesion.



## Key Features

- **Team Analysis:** Assess the current team setup to align roles with individual skills and identify areas for improvement.
- **Conflict Resolution:** Address and resolve interpersonal conflicts, issues or stumbling blocks, promoting a collaborative and productive work environment.
- **Contract and Role Review:** Confirm and update employment status and contracts, job descriptions, and terms and conditions (including outsourced contractors) to reflect accurate responsibilities and expectations.
- **Performance Metrics:** Develop and implement KPIs and a performance measurement and management process to monitor and enhance individual and team performance.
- **Cultural Enhancement:** Evaluate and improve your business culture, fostering a positive, motivating, and inclusive workplace.
- **Rewards and Incentives:** Design and implement effective reward and incentive programs to recognise and encourage high performance.
- **Mentoring Support:** Provide ongoing mentoring and support for team members facing challenges, helping them to improve and succeed.

## CREATE HIGH PERFORMANCE TEAMS

Whether you need to realign team roles, resolve conflicts, establish robust performance and reward systems or simply tighten up your paperwork, Team Sync offers the expertise and practical solutions necessary to create a cohesive, high-performing, and motivated team.

# MANAGEMENT RESET



**Management Reset is a specialised consulting service aimed at redefining and revitalising your organisation's leadership.** Our service is designed to offer practical solutions for overcoming challenges, trouble shooting, firefighting and achieving sustainable growth.

## Key Features

- **Vision and Strategy Development:** Facilitate the creation or refinement of your business vision and strategic plan, aligning leadership goals with business objectives.
- **Leadership Training:** Provide targeted training and support for senior leaders to enhance their skills and confidence, improve decision-making, trouble-shooting skills, and foster a culture of innovation and growth.
- **Mentoring and Support:** Offer ongoing mentorship and support to business owners and senior leaders, helping them navigate challenges and capitalise on opportunities.
- **Practical Problem-Solving:** Deliver hands-on assistance in addressing immediate business challenges and implementing growth strategies.
- **Growth Facilitation:** Equip leaders with the tools and knowledge needed to drive sustainable growth and lead their teams effectively.

## YOUR VISION – WE MAKE IT WORK

Whether you're looking to redefine your organisation's direction, enhance the capabilities of your senior leadership team, or overcome specific business and people challenges, Management Reset provides the expertise and support necessary to achieve transformative results and foster long-term success and growth.



# WHAT OUR CLIENTS SAY ABOUT US



“As an early stage business, our focus on driving revenues during the first couple of years meant that we hadn’t given the attention to our business structures and operations that those areas required. To address these shortcomings and better position us for growth, we worked with Kerry to complete a comprehensive business audit and strategic plan for the business.

What Kerry had to offer went beyond merely audit. It was clear very quickly that she had extensive business experience, bringing a common sense and practical approach to problem solving together with a deep understanding of people management. She was able to read and navigate through some complex team dynamics, ensuring that our collective desire for progress remained on track. Kerry was always very responsive and happy to get her sleeves rolled up when perhaps more was needed than first thought, and she helped to make an otherwise difficult process a lot more straightforward.

I would recommend Kerry as an invaluable asset for any business seeking to elevate its performance. Her work has helped put us on a much more sustainable path, and she has proven to be a reliable mentor, advisor, and partner for myself and other team members here in helping us achieve operational excellence”.

**John Turley, Director Turley Legal**



“It isn’t very often that you come across someone like Kerry, very professional, driven and knowledgeable within her industry and yet her enthusiasm, creativity and sparkle never compromised.

In stressful and busy times, Kerry remains focused, organised, calm and precise in the direction and next steps required which instantly gives you a sense of reassurance in all situations.

Kerry is very well respected as a manager, leader and will always get the job done, on time and brilliantly.

I just hope to be able to work with her again soon!”

**CW - Manufacturing Industry, UK**



## WHAT OUR CLIENTS SAY ABOUT US



“We have been utilising the expertise of Kerry Spence for the last 6 months. To say we are pleased with her work would be an understatement. Kerry has brought about many changes in our business, below are a few key areas where Kerry has implemented positive change:

- Streamlining all our many policies & procedures.
- Streamlining our HR processes.
- Organising our on boarding system for new and current staff.
- Creating new reporting structures.
- Helping to deal with high level difficult HR issues.
- Looking at systems and helping us navigate to better systems.
- Being a sounding board for management to bounce ideas off.

I can honestly feedback that her input has made a wealth of difference to our business and set us on my path to grow substantially. Kerry is very approachable and knowledgeable; she is great at taking your issues and managing them herself until they are solved. Kerry has removed a lot of stress from our management team”.

**Mary Leonard**  
Operations Director, Learning Space



## CONTACT US TODAY

**to see how React Clarity can help your business!**

**Your vision – we make it work.**

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CLARITY**  
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