

About Us

Who we are

Our company, with its unique offering and challenging approach, was conceived from our firsthand experiences gained working across a wide range of senior management roles. These experiences enable us to fully understand the issues faced by many businesses and industry sectors today.

We understand what type of investment is required to support management teams and to help them meet the challenges of the most demanding high growth, cost sensitive business needs. We also know how important it is that businesses understand the value of investing in successful interim management – how it can benefit and support your needs.

Evolutionary approach

Our business is continually growing and evolving to meet our clients' diverse needs across many sectors, including: Public organisations, Private companies, Healthcare, Telecoms, Automotive industry, Branded food, FMCG, Retail, Manufacturing, Service industry, Financial Services, Banking and High tech industry,

and functions, including: Operations, Procurement, Finance, HR sales & marketing, IT, Systems engineering and General management.

We are always looking for better ways to help our clients implement, accelerate and deliver change.

Transferring skills

We will take your business performance to a new level. We will implement and support the tough changes, and we will stay with you until your management team is capable of taking the business forward themselves.

Leaving legacies

We adapt approaches and work innovatively rather than apply rigid methodologies. Above all we concentrate on leaving a refocused, re-energised team capable of developing the business needs to create a lasting legacy. This enables a business to continue to deliver tangible results for years to come with a successful team that can grow with the business.

About Us | **Why we are different**

Why we are different

At Icebreaker we pride ourselves on standing apart from other interim providers for a number of different reasons:

Focused service offering

We do not dilute our interim management services by offering any other service or product. We are not consultants or interested in recruiting to permanent roles. Instead we concentrate on providing the best interim management service there is – and in a thought-provoking and positively challenging way.

Cross sector assignments

Unlike any of the other interim providers we encourage and champion the deployment of senior interim executives outside their original field of expertise. These interim executives are carefully chosen for their key transferable skills, their broad knowledge base and wealth of experience, as well as their overwhelming desire and focus to ‘get the job done, whatever it takes’.

This goes against the traditional sector-specific way other providers operate. We advocate and support this approach because we firmly believe – based on our extensive experience – this enables us to bring a fresh perspective and to deliver considerably more value and business expertise to the client.

Level of service

We provide a unique hands-on approach to “getting the job done”. Our core business values that shape and guide our working practices are reliability, collaboration, respect, transparency, courteousness, rapport, accountability and endurance.

Client team professional development

As part of our change management assignments we provide the opportunity to your senior personnel to attend our specialist management development training course titled *‘The people side of change management: How the way we think profoundly influences the success of our businesses’*.

This exclusive course is available by application or invitation only. The residential course lasts 3 days but only requires one day out of the office as it is run across weekends. For full details of this intensive 36 hour course, for the latest course dates and costs please click [here](#).

Award winning

We win awards. Two years after setting up Icebreaker Executive, Tom Pickering the company's MD Tom was runner up in the 6000 applicant-strong Interim Manager of the Year Award 2007.

In 2002 Tom led a successful executive operations team through a major change programme during which time they achieved the prestigious Management Today award for Best Electronics and Electrical Plant sponsored by the DTI and Cranfield School of Management. More importantly the team went on to win Business of the Year Award for Excellence in 2007.

Sharing expertise

We are actively involved in promoting interim management and best practice in change management through a wide range of activities: our change leadership course, our online media centre, our monthly newsletters and our ground-breaking quarterly industry publication 'Breaking the Ice'.

About Us | **Our team**

Icebreaker Executive, led by Tom Pickering, is made up of an elite network of executive interim managers. Each one of them has worked at the top of their field and consistently delivered to a very high standard throughout their careers.

Tom Pickering, Icebreaker Executive CEO and Founder

Tom Pickering founded Icebreaker Executive, previously known as Icebreaker Interim, in 2006 as a result of his extensive experiences working in business and as an interim manager.

Having gained broad business knowledge and experience he set up Icebreaker Executive to enable him and his network of senior interim managers to help other businesses to grow and improve by delivering a new style of interim management that continually meets, and surpasses, the expectations of their clients.

Tom has 16 years experience of delivering significant improvement at management level. He has held senior management EMEA-wide roles with Lucas, Novar, and Lexar Inc, in diverse sectors covering telecoms, financial services and FMCG retail.

Now a dynamic, customer-focused, successful executive interim manager, specialising in operations management, supply chain and procurement, Tom was runner up in the 6000 applicant-strong Interim Manager of the Year Award 2007.

He has led change in some of the most challenging, fastest-moving, high growth business environments, ranging from post acquisition mergers to EMEA-wide site rationalisations, start ups, realignments of very successful businesses, turnarounds and business sales.

He brings depth and breadth of experience, as well as the tenacity and innovation to identify and deliver substantial improvements relentlessly. His experience covers blue chip, FMCG, high tech, automotive, financial and other service sector environments.

Tom has the overall management skills to achieve award-winning levels of commercially focused operations, procurement and supply performance, including the ability to up-skill management teams and leave behind an invigorated capability and enduring legacy.

With experience of leading implementation programs from leading consultancies such as Booz Allen Hamilton, he is committed to supplying the best interim management resource by offering the client the best value via a pragmatic straight-to-the-issues approach. He analyses and evaluates team skills and capabilities rapidly, scopes & communicates the primary opportunities, and develops and deploys innovative, proven, appropriate methodology.

His business target is to over-deliver the client's requirements early wherever possible, and to develop the client's team capability to the point that he can move onto his next assignment.

Tom graduated from Loughborough University in 1989 with a degree in engineering. He lives in Surrey and is married with two children.

Darrell Smith, Icebreaker Executive Commercial Council

Darrell has extensive GM experience and P&L responsibility having worked at two top legal firms in the UK. His background includes legal and commercial management experience for mergers and acquisitions, product development, procurement and outsourcing distribution agreements.

He was recently involved in a successful B2B technology start up. Other industry experience includes working as a Commercial Director for BNY Mellon, one of the largest custodian banks in the world.

Why 'Icebreaker'?

'It's in the way they do it.'

These specially built boats and ships are designed to break through ice in a specific, carefully managed way in order to avoid causing greater problems – like becoming trapped in the ice. They are used to keep important navigational routes open and to keep trade and commerce moving.

Our vision

To provide customer focused, top quality, effective interim management

To manage the change process from end-to-end

To fully engage and deliver from day one

To transfer knowledge and embed skills needed to fully meet business needs

To leave a robust and enduring legacy
