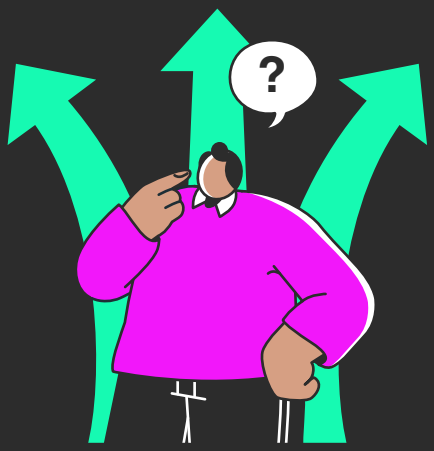
recruitment
leadership.

Leadership for Billing Managers

A practical leadership development programme for Billing Managers and Team Leaders who want to lead more effectively, improve team performance and drive profitable growth.

Does this sound familiar to you?

- You were promoted based on your billing success, but managing a team feels like a different challenge.
- Or, you're struggling to balance personal billings with leading and developing your team.
- Or, your team's performance is inconsistent, and you need a clear, structured approach to improving results.
- Or, you're ready to step up as a leader but lack the training and tools to do so effectively.
- Or, you're a recruitment business owner who wants to develop your managers and team leaders into stronger, more commercially effective leaders.



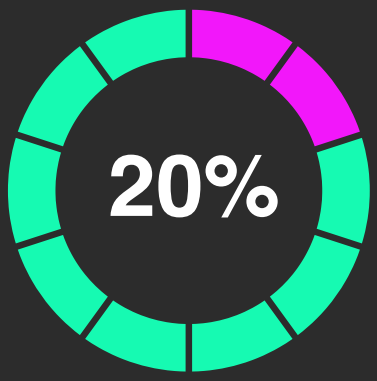
If any of these sound familiar, **Leadership for Billing Managers** gives you the practical tools, structure and confidence to become a more effective leader and improve the performance of your

What You'll Gain

- Higher team billings – A structured approach to increasing revenue and eliminating "blank" months.
- **Stronger leadership skills** – Master the transition from top biller to effective manager.
- **Clear sales & BD processes** – Implement strategies that improve sales, BD, and client retention.
- **Confident people management** – Learn how to coach, develop, and retain high-performing consultants.
- **Scalability & structure** – Reduce reliance on you by creating a self-sufficient, motivated team.

What ROI Can You Expect?

If fully implemented, typical results include:



- 20% increase in team billings
- No "blank" months for both individuals and teams
- Double your client recommendations and repeat business
- Greater brand awareness and increased referrals
- Reduced staff turnover and a more engaged, high-performing team

For an average small-medium recruitment business, this could mean an additional **£60,000 in revenue in year one.**

What's Included?

Four in-depth, action-focused half-day sessions, where recruitment business leaders will gain practical tools and a structured approach to leadership, performance management, and business development.

01

Session 1: Mastering Team Performance

- Analyse team data using case studies and set clear goals.
- Use the Balanced Scorecard to assess key business areas.
- Implement structured routines for performance and time management.
- Develop a 3, 6, and 9-month action plan.

02

Session 2: Sales, BD & Brand Strategy

- Define your team's unique Point of Difference.
- Build clear, structured BD and sales processes.
- Use buyer personas to refine sales and engagement.
- Align marketing and BD to boost referrals and brand.

03

Session 3: People-Centric Development & Motivation

- Identify and address skills gaps for lasting improvements.
- Apply time management strategies for leadership balance.
- Use motivation theory to empower consultants.
- Design and implement improvement programmes.

04

Session 4: Managing Challenges & Future Growth

- Handle poor performance and difficult conversations confidently.
- Learn legal considerations and reputation management.
- Develop a roadmap for market expansion and growth.

Investment & Commitment

- **£1,500 + VAT** per ½ day session (minimum commitment of 4 sessions)
- All sessions to be completed within 6 months of booking
- Maximum 8 heads from one business
- Delivered in-person at your premises or via Zoom (travel/accommodation applies for locations 50+ miles away)

Lead with Confidence. Transform Your Team.

Being a successful biller and being a successful leader require different skills. **Leadership for Billing Managers** gives you the practical structure, tools and support to make that transition - while continuing to drive commercial performance.

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About recruitment leadership.



Alison Humphries I NED & Business Mentor to the Recruitment Industry

A recruitment industry "lifer" for almost 40 years, Alison was a director of businesses including Hays Plc, Robert Half International, BNB Plc and Penna Plc, developing a highly-successful career spanning contingent, retained, temp/contract, RPO, statement of works and consulting services.

She has personally negotiated global contracts worth up to £120million in gross profit a year.

Simultaneously, she became an awarded designer of L&D programmes, a legal and compliance expert (REC Chief Examiner) and HR advisor. Her contribution to the recruitment industry was recognised by the REC with an Honorary Fellowship - one of just 25 people to hold this honorific.

Alison has been advising recruitment business owners and leaders for nearly 20 years, with impressive results (including a recent trade sale in excess of £20million) and remains hands-on and up to date.

"…Her advice has encompassed reward, job structures, management development, sales, learning and development and she has even delivered training in the window of time we can overlap (we are based in Japan) - all very well received. I can highly recommend her to any ambitious recruitment business that is looking for robust, profitable growth."

George Leaning
Partner, The Specialised Group