



Family Business Practice

Executive Search Interim Management Leadership Consulting

boyden
Leadership **Transformed**

Heritage & Experience

When it comes to external support for family-owned and founded businesses, a trusted advisor who understands the unique aspects of the sector, including governance, operations, and legacy, is essential. Through our partnerships with family businesses over many decades, Boyden excels at identifying and developing executive talent, whether from within the family business sector or other industries and ownership models.

Boyden was founded as a family business by Sidney Boyden in 1946 before evolving into a federated model. Nearly eight decades later, as the world's oldest leadership and talent advisory firm, the values and principles created by our founder remain in place. We now stand out as one of the few global leadership firms with a dedicated practice for family businesses.

In a rapidly evolving market, the demand for effective leadership, governance, strategic planning, and robust succession has never been higher. We recognise that family businesses are navigating challenges such as how to achieve sustainable growth, digitalisation/automation, technology (including artificial intelligence), generational demands/expectations, climate change, and increased governance and regulation.

Our approach is centred on helping our clients navigate these challenges whilst building enduring relationships and delivering integrated solutions through our three core services: Leadership Consulting, Executive Search, and Interim Executive leadership.

A partnership with Boyden will enable you to ensure you have the right talent to grow your business, develop a first-class culture, and outperform the competition whilst maximising leadership performance and sustaining family ownership through multiple generations.

Our Founder



Sidney Boyden founded Boyden in 1946 in New York, and in 1966 opened his first overseas offices in Geneva and London. From our roots as a family business, Sidney's legacy lives on and is deeply embedded in our values of trust and long-term relationships.

He was one of the four founders of the Association of Executive Search and Leadership Consultants (AESC), further cementing his influence in the industry; Boyden still remains a proactive member today. Boyden's commitment to excellence and integrity has made the firm a trusted name globally for nearly eight decades, particularly within the family business sector.

How we help family businesses

Boyden supports leaders and owners of family businesses in navigating change at critical junctures of their business journey. Through our three business lines - Leadership Consulting, Executive Search, and Interim Management - we collaboratively assist clients in achieving their goals.

We guide businesses through various life stages, ensuring a successful long-term family ownership journey or preparing for a change of ownership. This includes optimising leadership structures and addressing capability gaps to position organisations for listing or exit.



Our Partnership with



FAMILY
BUSINESS UK

Family Business UK (FBUK) is the largest organisation in the UK dedicated solely to supporting, representing and championing family businesses, their owners, leaders, NextGens, shareholders and executives. It is a growing movement of UK family businesses working to create a more prosperous and sustainable future for generations to come.

“Our engagement with FBUK was built through a very clear sense of common purpose for both our organisations. Boyden in the UK & Ireland is owned by Lisa Farmer & me, so we understand the pressures of owner-management & have been doing so for 20 years.”

Nick Robeson, Founder & CEO Boyden UK & Ireland

“Boyden truly understands family businesses, and their ethos. And their approach to working with and supporting their family business clients reflects this, which makes them an ideal partner for FBUK, and advisor to our members as they build their resources and future talent in their businesses.”

Neil Davy, CEO FBUK

About Boyden

Boyden is the leading global senior talent advisor with 75 offices in 45 countries. Focused primarily on mid-market, family owned and social impact businesses, our international presence allows us to meet client needs wherever they operate. With nearly 80 years of experience connecting exceptional companies with outstanding leaders, we provide executive search, interim management, and leadership consulting services. Our ability to blend local, regional, and global expertise delivers confidence and agility to each individual client experience.

300
Partners

70+
Offices

45+
Countries

1000
Employees

Our Approach

At Boyden, we collaborate with our clients as business partners, developing bespoke solutions tailored to your specific circumstances. Whether the need is to understand your existing team through executive assessment, build actionable development plans, identify critical senior leadership through executive search, or solve short-term or project-oriented talent gaps via interim management, we are here to help. Our partners bring a wealth of sector and function-based experience. We are committed to diversity and inclusion, dedicating time and resources to reach the widest pool of candidates by utilising deep networks developed over many years.

Our Solutions

Every client engagement at Boyden brings its unique set of challenges. We work closely to understand your intentions, the history behind your business, and its leadership. We challenge your perspective and provide solutions that ensure the right leaders are identified to drive your organisation's success. Our key performance metrics influence all aspects of our partnership, from global collaboration and key account management to enhancing our sector expertise, leadership insights, and client service delivery, aiming wherever possible to exceed your expectations.

Executive Search We align leaders' competencies, experience, and leadership capabilities with the current and future goals of your organisation, placing executives at Board, Leadership, and Management levels. Services include Executive Mapping, Salary Benchmarking, Talent Pipelining and Search.

Interim Management For critical business needs or change periods, we provide experienced interim executives to deliver results. We maintain strong relationships with a wide pool of highly sought-after interim executives covering all C-suite roles - CEOs, CFOs, CIOs, CHROs and specialists in HR, Marketing, Digital Transformation, and more.

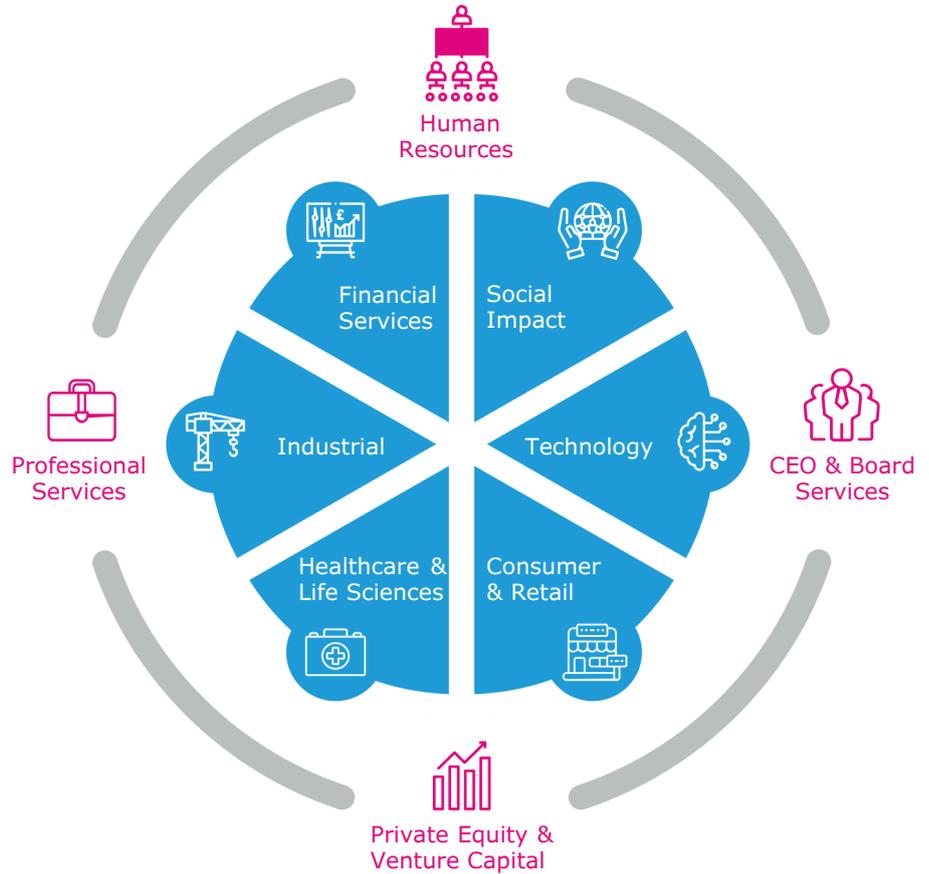
Leadership Consulting We provide organisations with the tools and techniques to retain, attract, evaluate, and develop successful leaders and teams. Our solutions include Leadership Team Development, Succession Planning, Assessment and Coaching.

Sectors

We provide functional expertise to client organisations in developed, fast growth and frontier markets.

We bring a flexible, more creative mindset to working with businesses seeking transformational leaders who can motivate diverse teams to achieve their goals.

The Boyden Practice Groups consist of **six core industry sectors** and **four core cross sectors**.



Our Family-Owned Clients

Our Family Business Team



Nick Robeson | Managing Partner & Practice Lead

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Nick Robeson is a leading figure in the executive search industry with a 20-year track record, known for advising C-suite executives and recruiting high-calibre talent.



Lisa Farmer | Managing Partner

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Lisa Farmer leads the UK & Ireland Interim Management practice at Boyden and co-founded her own interim management firm, leveraging over 20 years of industry experience.



David Thomas | Managing Partner

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David Thomas is an executive search practitioner specialising in the industrial sector, with a strong track record of C-level and leadership appointments.



Richard Waddell | Managing Partner - Leadership Consulting

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Richard Waddell has 20 years of experience in leadership as a human capital consultant and British Army officer, focusing on leadership assessment, development, and succession planning.



Mark Soden | Managing Partner

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Mark Soden is a specialist with over 20 years' executive search experience in the technology, digital, and telecoms sectors, known for building effective leadership teams and making C-level and board appointments.



Phoebe Williams | Partner

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Phoebe Williams is an Executive Search Partner in our Industrial Practice, leading senior and board-level searches in the UK. Leveraging extensive delivery experience, she crafts innovative search strategies for a targeted and compelling approach to attract top-tier talent.



Tracy Lochaden | Partner

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Tracy Lochaden transforms team dynamics and individual leadership with 25 years of expertise in talent acquisition, retention, assessment, and counselling, empowering executives to maximise performance.

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