



## Managing Director Position @ WDHB Consulting Group Job Description

### About WDHB

Since its founding in 1988, WDHB Consulting Group has grown into the recognized world leader in delivering Learning & Strategic Expeditions® for executives, having designed and executed more than 300 programs for global decision-makers from various industries on all manner of business themes and in locations throughout North America, Europe, India and Asia.

A unique boutique firm based in the San Francisco Bay Area, WDHB immerses its clients in life-changing experiences with creative, transformative programs designed to embark clients on an exciting journey of unexpected learning and development. A passionate, empowered and committed team ensures WDHB's mission to deliver dramatic, responsible change for leaders & their organizations.

WDHB is seeking a Managing Director to help the company reorganize and grow.

### The Managing Director will be responsible for the following:

- Ensuring the successful growth of the company. (Work with the team to develop business plans and implementable roadmap for internal and external initiatives)
- Reinforcing team accountability, ensuring that team members are accountable to each other and to the company. The Managing Director will be an empowered leader in WDHB's flat structure culture
- Leading the strategic planning functions of business. Being responsible for establishing an effective infrastructure to support current levels of business and future expansion for the company
- Being responsible for financial performance of the company against budgeted revenue and net goals as set by the founder and the team. (Financial planning & managing revenue and costs of company with the Business Manager)
- Overseeing day-to-day operations of business and future operations and make sure everyone is informed and integrated into all processes
- Overseeing and guiding Project Leaders on projects (hotels, facilitators, logistics partners)
- Overseeing the HR component of the company (Hiring, employee support, training, employee benefits, bonus/evaluations). Will Work with the founder, team and outside partners to identify, acquire, develop, engage and retain a high-performing talent pool of staff, facilitators, and support resources
- Maintaining the WDHB network (partners, facilitators)
- Reports directly to WDHB's Owner & Founder, Pascal Baudry



**Specific Knowledge, Skills and Abilities Required:**

- Substantial experience in growing a company from small to medium size
- Experience managing a small & independent team
- Open minded, team player & passionate person
- True understanding of cultural differences
- Minimum 7 years of senior level business experience
- Minimum education: Master's level, MBA preferred
- Demonstrated experience in managing a professional service operation including P&L responsibilities
- Strong business acumen
- Exceptional organizational and planning skills necessary
- Demonstrated leadership ability (through sustained accountability for generating positive results through others)
- Effective interpersonal skills (for interactions with staff, participants, clients and community groups)
- Experience working with managers and executives
- Strong presentation and public speaking skills
- Proven ability to successfully implement organizational change
- General knowledge of social sciences
- Can effectively identify trends and concerns in data analysis; understands manpower/human resource planning
- French-speaking a strong plus

Please send your resume with references, salary requirements and cover letter to [recruitment@wdhb.com](mailto:recruitment@wdhb.com). Please include "Managing Director" in your subject line.