

Jón Ferrier: “I believe that the role of a good leader is to set the vision, the direction; and the parameters within which work can be executed”

After a global career in O&G and mining, Jon Ferrier joins C&S as Partner. He has held leading roles, conducting key transformations in multiple international firms with a multi-cultural and complex business environment and a wide variety of stakeholders. Let’s get to know him.

TELL US A BIT ABOUT YOUR BACKGROUND JON.

“I have enjoyed a global career in oil & gas and mining over 35 years worked in a variety of cultural settings across Europe, Africa, Russia, USA, and the Middle East.

My last role in the oil and gas world was to lead the turn-around of Gulf Keystone Petroleum (“GKP”); taking on a business challenged on multiple fronts - leading a financial restructuring, changing the corporate culture, rebuilding the management and board and ultimately restoring stakeholder and institutional shareholder support.

Prior to GKP, a career within blue-chip companies including Anglo American, Conoco, Paladin, Petro-Canada and Maersk Oil delivering results within M&A and project execution, as well as strategy, portfolio management and change management. I have experience with leading multi-national/multi-cultural matrix organizations in complex business environments with a large variety of stakeholders.

I believe that the role of a good leader is to set the vision, the direction; and the parameters within which work can be executed (including KPIs – “what gets measured gets attention, what gets attention gets fixed”). Sustainable results and continuous improvements are obtained through collaboration and by having the right team with the correct level of autonomy. My best days are when good things happen which have had little to do with me – other than having created the environment for people to succeed.

As a person and leader, I’ve been described as authentic, empathetic, co-operative, flexible, polite, calm, good-humored, curious, open-minded, and pragmatic. I am logical, learn quickly and adapt easily. I am recognized as an outstanding business ambassador and strong communicator. My approach to business is based on relationships - connecting people with ideas, an understanding of the broader stakeholder view and a will to create wins on all sites – be it financial, human or societal.”

AND NOW YOU ARE AT C&S PARTNERS, WHAT ATTRACTED YOU TO THE COMPANY?

“The people. I have worked with two of the partners in previous roles and a testament to the quality of those working relationships is that we are still friends many years later. I have since got to know all the other partners and I really enjoy the collaborative, pragmatic and apolitical way they approach their work.”

FINALLY, WHICH PROJECTS WILL YOU BE WORKING ON?

“I am open minded about what projects to work on and will consider anything where I can make a positive difference. My prior role as a CEO encourages me to get involved with the coaching of newly appointed CEOs or other senior leaders.”