

# Mushtaq Khan

- Strategy consultant and practitioner
- My core values: excellence, integrity and ease with uncertainty
- Clients find me: calm, knowledgeable and innovative
- Favourite pastime: playing football and cricket

I have a reputation for change and innovation and, most importantly, for ensuring that new ideas and projects become a reality. I believe that delivering what you promise is key to creating a vibrant organisation that has the trust and support of customers, partners and staff. This is achieved by good communication, effective planning and consistent monitoring and reporting (so that everyone knows that tasks are being done and objectives met).

I have many years of senior management experience. These include working at a senior level in large organisations with big staff teams. I understand the challenges of leadership to be both visible and at the same time empowering. I have always sought to create a culture that challenges the belief that all ideas and motivation have to come from the top.

I have vast experience of developing service delivery strategies, business plans and policies. These have included major partnership projects for a wide range of organisations taking for example a 'big picture' view of housing and economic conditions to plan interventions.

I am particularly keen to work with people to include diversity and inclusion as a core strength which is embedded in the values of the company and not just a mere talking point. I have worked with organisations to develop and implement plans to improve their performance in this area and create a culture and workforce that reflects the communities that they serve. I have also worked extensively to address issues of segregation and promote cohesion in our most disadvantaged communities.

Much of my free time revolves around sport. Whilst the spirit is willing, current performance levels mean that I mostly play for the love of the game. Supporting my home town football team has meant long periods of failure interspersed by some spectacular success. Something you could also say about my cricket team.

