

Toby Hoskins

Senior Principal

Toby specialises in professional services firm strategy, enhancing leadership, talent development and how partners and firms win work. He has worked with over 40 professional service firms and delivered a wide range of business development initiatives to clients ranging from one-to-one coaching, team interventions, key accounts, becoming a trusted advisor and collaboration.

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About Toby

Toby has spent almost his entire career within the professional services market and his clients value his diagnostic skills, his ability to spot patterns and provide practical solutions.

He started as a salesman, became a Chartered Accountant, was then as a financial trainer, before moving into management education. Now focusing on leadership, his insight is the result of a deep understanding of how the professional services market is changing and the effects on those operating within it.

Toby is interested in how people become partners and how partners can accelerate their development to be the best they can be all the time. He has worked with new trainees through to senior partners. He has worked with many firms on the route to partnership, partner admission, new partner development and developing senior leaders in firms.

Toby has also worked extensively with business services in PSFs, both with the leaders of business services and the specific functions.

Experience

- ◆ Worked with over 40 different professional services firms in many global jurisdictions
- ◆ Led major strategic reviews at a number of professional services firms
- ◆ Delivered a wide range of business development initiatives to clients ranging from one-to-one coaching, team interventions, key accounts, becoming a trusted advisor, collaboration and keynote speaking at large conferences and retreats
- ◆ Brings valuable business insight from his work with non-professional services organisations including, BA, Aviva, retail and investment banks, FTSE 100 industrials, Cisco Systems, and Euromoney

Education and qualifications

- ◆ Chartered Accountant
- ◆ Qualified coach
- ◆ Accredited in psychometrics including Smart Collaboration Accelerator (SCA), OPQ, Social Styles and LIFO
- ◆ Affiliate of the Centre for Leadership Studies at the University of Exeter 2009-2014