



**EXALTO**  
CONSULTING

# OVERVIEW

**Exalto Consulting** provides people centric recruitment, consultancy and coaching to the technology sector.

We help our customers source, build and retain high performing technology and data teams.

We believe in treating people in the best possible way at all times, whether it's candidates, customers or employees – creating long term sustainable partnerships.

In a world where services are becoming more commoditised and automated on a daily basis, we believe it's important not to lose sight of the 'human touch'.

We will always make time to have conversations, understand your requirements and create bespoke solutions.



# WHAT WE DO

## Sourcing

We help you source the best possible talent for your technology teams through the following recruitment services:

- Permanent or fixed term hires.
- Contract workers - inside IR35, outside IR35 and Statements of Work.
- Recruitment as a Service solution.

## Building

We build high performing teams through consultancy services, delivering advisory services for key projects and programmes.

- We have a number of associates with expertise across technology, data and change.
- Our experts can provide strategic reviews, audits and deliver projects across technology, data and change.

## Retaining

We coach technology leaders, in-house technology talent teams and career changers, to help build resourcefulness and resilience. Our services include:

- 1-2-1 business coaching.
- Group and team coaching.
- Workshops and seminars.



# EXALTO COACHING

**Exalto Coaching** provides **Executive / Leadership Coaching** to individuals, **Group Coaching** for Technology Leaders / Managers and **Workshops** on leadership challenges.

We help:

- Build and retain high performing leadership teams
- Turn around poor performance
- Improve focus and productivity
- Create resilience
- Improve work-life balance
- Unpick career pathways
- Improve confidence



# BUSINESS COACHING – WHAT IS IT?

Coaching is a question-led facilitation that allows people to set their own goals and be accountable for reaching them – thereby making them more resourceful in the process.

The International Coaching Federation, (2023) defines coaching as “partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

Coaching is not the same as mentoring. Mentoring, typically will involve knowledge transfer from one person to another. The mentor is often more “senior”, with specialist domain knowledge, working with a “junior” or less experienced person.

A coach has specialist skills in coaching itself, they will ask questions to allow the person being coached to unpick their own path to reach their maximum potential.

Coaching allows people to become more confident in their own abilities to tackle future hurdles and ambitions, without relying on others.

# BENEFITS OF COACHING

## Benefits for the company

- Higher staff engagement
- Promoting a learning environment
- Helps attract new staff
- More productive and profitable business
- Encourages high performance

## Benefits to the individual

- Greater performance through becoming resourceful
- Increased confidence
- Career development
- Greater resilience
- Greater sense of engagement and belonging

# COACHING TEAM

**James Milner** – Managing Director and Lead Coach

James has a wealth of experience building high performing technology teams for customers over the past 20 years. He has strong leadership, advisory and coaching experience and has a passion for helping young people get into technology. Outside of work, he is most likely up a mountain on a bike or snowboard or spending time with his family in Yorkshire.

**Qualification:**

ILM Level 5 – Coaching and Mentoring



# COACHING TEAM

## **Clem Pickering** – Associate Leadership Coach

Clem is a coach and consultant focused on helping tech leaders increase both their impact and personal fulfilment through compassionate, people-focused leadership. He combines a background in technology and consultancy with his ICF-accredited coaching practice to help individuals and organisations create the conditions for better communication, high-performing teams and inclusive, engaging company culture.

Clem brings experience based on an extensive career starting in software engineering and from a wide range of leadership roles spanning dev, test, architecture, people operations and tech academies. He's helped several highly successful organisations on rapid growth journeys from start-up to scale and worked as a consultant helping both private and public sector clients adopt modern approaches to software delivery and operations. Before following his passion for coaching full-time, more recently he also specialised in creating academy programmes to help people from all backgrounds get into fulfilling careers in tech.

Clem is known for his empathetic and warm style and strongly believes that organisations that put humanity first are also the most successful.



# WHAT OUR CUSTOMERS SAY

"I found the experience really valuable. It's arguably been 6-9 months of my largest professional growth to-date. I felt like James had a really good approach and could be softer or redirect the conversation if it was getting to be too much but also pushed into areas that I actively avoid. It was super helpful to finally start addressing some of the things I never do." **Senior Manager - Software Organisation**

"Thanks to Clem, I've got a variety of different tools and mechanisms to help me confidently communicate. His coaching has enabled me to step back from being the one who always takes on everything, to coaching others to take ownership and accountability, resulting in a more scalable way of working." **Jo Sheldon, Operations Manager, Parallax**

"James has a wonderful ability to ask probing questions that at times might feel difficult to answer but you get there and feel safe with his guidance to answer the questions, arriving at the answer that you didn't even know was possible." **Business Owner**



# WHAT OUR CUSTOMERS SAY

"Clem is a fantastic coach. He has a gentle yet firm way of getting you to think for yourself about what you're doing, where you have been, and where you want to go. I would highly recommend him both for those in leadership positions and for anyone looking to support high-performing teams." **Tim Benjamin, CTO, Continuo Foundation**

"Overall I found the sessions to be really worthwhile and a good experience. I wanted to do something like this to take myself out of my comfort zone and to try and push myself to think about things in different ways. James allowed me to do that and was a great facilitator, pushing me to think about things more and challenging me to delve a bit deeper." Alex Hammond, **Talent Acquisition Manager - BJSS**

"Clem helped me validate a path forward, identify and clear blockers on that path, and to make a plan for the next steps. To do this he asked insightful questions, helped me reframe some unhelpful messages, get moving again, and kept me accountable. He provided the right balance of challenge and supportiveness to ensure I kept moving forward in a meaningful way." **Corey Latislaw, Fractional CTO**



# CONTACT US

If you have any questions, would like testimonials or want to explore anything at all please don't hesitate to get in touch.

**James Milner** - Managing Director and Lead Coach

Tel +44 7828 112 641

Email: [James@exalto-consulting.com](mailto:James@exalto-consulting.com)

LinkedIn: [www.linkedin.com/in/jmsmilner/](http://www.linkedin.com/in/jmsmilner/)

**Follow us on LinkedIn:** [www.linkedin.com/company/exalto-consulting](http://www.linkedin.com/company/exalto-consulting)

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