



Richard Gordon

CONTACT DETAILS

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MEDIA COVERAGE

- Richard Gordon – keeping the journey going, no matter the pace <https://ennisco.com/richard-gordon-keeping-the-journey-going-no-matter-the-pace/>
- Former LEVC commercial director joins Ennis & Co <https://propel-technology.com/newsroom/former-levc-commercial-director-joins-ennis-co/>

SKILLS

- Automotive
- Sales management
- New business development
- Business planning

EDUCATION

- Plymouth Polytechnic – Business studies

CAREER OVERVIEW

- After completing his education, Richard began his career in automotive at Toyota GB plc in 1987 as Marketing Manager – Toyota Vehicle Contracts. He then became Area Sales Manager before joining Bentley Motors Ltd.
- From 1994 until 2008 Richard worked within Bentley Motors in a variety of roles, primarily covering network and dealer development.
- In 2009 Richard became Director of Ferrari North Europe, after being headhunted for the role.
- Richard then returned to Bentley as Regional Director Europe.
- Following this he joined Jardine Motors Group as Brand Director HLS before taking on a Commercial Director role at LEVC.
- Richard currently works as an Ennis & Co Associate following his retirement from LEVC.

Richard joined Ennis & Co as an associate back in 2018, following an extremely successful career in the automotive industry. Previously, Richard had been both a successful candidate and a client of Ennis & Co, giving him unique experience of the executive search process from both sides of the fence.

Richard has exceptional breadth of knowledge of the automotive retail and manufacturer sectors, having also worked for Jardine Motors Group, Bentley Motors, Ferrari, and Toyota, in senior automotive sales and marketing roles both in the UK and internationally, including Europe, Asia and North America. Richard’s international leadership wisdom is unparalleled and his insight and support with scoping the very best talent for Ennis & Co is invaluable, where he assists with the crucial interview stages and provides a perspective on candidates for our short-listing process.

Interestingly, with a twist of events in 2020, Richard’s involvement with Ennis & Co’s operational side has grown considerably, as Richard’s travel plans were, sadly, heavily restricted by COVID-19. We wanted to gauge Richard’s thoughts on this, as well as how he has seen this year unfold – and why working can truly boost your wellbeing...

Reflecting on 2020...

“Having started the year with the intentions of seeing a lot of sights in our motorhome, we were faced with being static ultimately due to COVID-19 – which scuppered our plans hugely! For everyone, this was such a strange time as we had to adjust to being homebound. I think this had a big impact on many people’s mental health, as although we were incredibly lucky with the sunny weather, there was nowhere to go and enjoy this. Being unable to see friends and family was also, of course, a sad time. Having a big family and always being “on the go”, I needed to channel my energy into something to keep my mind occupied.”

On keeping busy...

“I had, like many people, identified a great deal of DIY around the house, yet I also wanted to keep my brain engaged. Since retiring in 2018 and becoming an Associate of Ennis & Co, I have loved working with the team as part of a work/life balance that suits me. It is such an inclusive, flexible environment and I have always felt like part of the team – yet executive search was such

a new experience for me in a great deal of ways and I was delighted to take part in more of the “operational” side of Ennis & Co this year. During the Spring and into the Summertime when a great deal of organisations experienced very quiet periods, Ennis & Co remained busy and well and truly in motion.”

“As business continued to grow for Ennis & Co, I started to get more involved in the recruitment side, which I feel has really helped me draw upon my previous experience in automotive. I feel as though my personal toolkit has expanded through working with the team, which has been hugely rewarding and I feel like I am learning something new each day.”

On new learnings...

“I feel like you can continue to grow and learn through new experiences and challenges in life. This has come more into focus this year for me as I have become more embedded in the Ennis & Co team, collaborating with clients and new candidates along the way. I am so fascinated by people’s backgrounds, cultures, and experiences and this is all heightened through my work with Ennis & Co. I have always felt myself to be a “people person”, but latterly in my career, my roles were more strategic at director-level. Within this, I relied on

experts in their field and my role was to oversee and manage, rather than get “stuck in” to different areas and inevitably this included the wider team and organisation. To have this more hands-on experience via Ennis & Co is both rewarding and invaluable.”

On a positive work/life balance...

“I really feel this year has shone a spotlight on learning but with this comes personal growth. This coupled with wellbeing and really feeling “part of something” and belonging has changed my thinking – in a great way. I feel that keeping busy but working around my own personal life has been extremely rewarding, and has kept my mind ticking over as well as adding real value. This has not included the previous stressful experiences of full-time work – for me it has been entirely flexible, from assisting with interviews in the morning, to allowing time for my long dog walks, for example. The balance is a beneficial one for both body and mind, and I think this has helped me tremendously.

“Realistically, work is no longer a need or a purpose at this stage in my life, but it has become important for my own wellbeing in this sense and I have loved being more involved. It does genuinely go to show that you are never too old to learn, or look at life in a different way. From a diversity perspective, I also believe professionals of various ages who may have retired might consider adding value to organisations moving forward, possibly adapting to a more flexible way of working within consultancy. This allows for priceless knowledge and experiences to be shared – and the maintenance of a positive work/life balance that could work incredibly well. This year has proven to me that it does not need to be an “all or nothing” approach to work, where flexibility really is the future...”

“YOU ARE NEVER TOO OLD TO LEARN OR LOOK AT LIFE IN A DIFFERENT WAY”