

CHAIR PROFILE - PAUL LYONS

"The success of any business comes from leadership that creates a compelling vision, sound plan and tolerates neither egos nor passengers."



Paul Lyons is an experienced Chief Executive with twenty five years tenure in running two international recruitment businesses, Michael Page International Asia Pacific and Ambition; during what some would say, and to quote Charles Dickens, "...the best of times, it was the worst of times."

After qualifying as an accountant in the UK, Paul moved into executive recruitment with Michael Page International. For the next twenty five years he was a Chief Executive, ten years with Michael Page as the Asia Pacific Regional Managing Director and the next fifteen as Group CEO of Ambition, an international listed recruitment firm he jointly founded and built in 1999.

During his time as Asia Pacific Regional Managing Director of Michael Page, Paul was responsible for building the Australian and Asian footprint with new service lines and offices, growing the headcount from 15 to 250 employees.

In 1999, Paul moved on from Michael Page to jointly establish Ambition in Sydney and then Hong Kong before expanding the business with people, offices and brands throughout Australia, Asia and London. Paul listed the fledgling company on the ASX and as Group CEO and board member, he was responsible for managing all aspects of the business.

In November 2013 Paul left Ambition and established Paul Lyons Advisory where he now consults on leadership, people and culture. Paul's clients include small and mid-sized businesses seeking growth and help with the 'what next', training in staying 'mentally tough', and building resilience in their leadership, individuals and organisations.

Throughout Paul's career in Australia and Asia Pacific, he has been able to build sizeable businesses from startup phases of hiring, developing and empowering high performance professionals that work to a compelling vision and plan.

Paul's area of expertise lies in methodologies around:

- Business and executive coach
- Business transformation and change
- Leadership, people and culture
- Growth acceleration
- Mental toughness
- Empowering people
- Employee engagement
- Strategic expansion plan

Why 2020 Exchange

Paul is a well-connected leader in the Australian and Asian recruitment sector having led organisations through growth, consolidation and change. As a leader who created thriving cultures that worked to a plan,



and in most cases, an expansion plan, Paul now works towards supporting CEOs to be agile, to gain trust and build resilience within their business.

Done with humility and empathy, it is these extraordinary skills that aligns Paul Lyons with 2020 Exchange.

Positions held

2015 - Present	Chief Executive Officer - Mental Toughness Partners
2013 - Present	Partner - Paul Lyons Advisory
1999 - 2013	Co-Founder and Group CEO - Ambition
1994 - 1999	Asia Pacific Regional Managing Director - Michael Page International
1988 - 1994	Australian Managing Director - Michael Page International

Qualifications

FCA Institute of Chartered Accountants, England and Wales
CA Institute of Chartered Accountants, Australia
CPA Certified Practising Accountants, Australia
BA Hons, Accounting, University of Wales