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| **Rupert Merson**  Summary | |
|  | Rupert is an experienced educator, business consultant, adviser and board director. His expertise is in entrepreneurial, owner-managed, family-owned businesses, partnerships and not for profits with particular experience helping with strategy, organisational development and governance. He has also held a number of senior management roles for the national and international firms of BDO where he was a partner until 2009.  Holding accounting and HR qualifications, and with a prize-winning Oxford degree, Rupert has an unusual and broad frame of academic reference to complement his expertise.  Rupert Merson has been a member of London Business School’s entrepreneurship faculty for over 20 years, and has also taught degree courses at Cambridge, INSEAD, CEIBS in Shanghai and ISB in India.  Rupert is an experienced author, with a national reputation for his pieces in the Financial Times, Telegraph and elsewhere on entrepreneurship and owner-management. He has published six books on owner-management and governance, and has co-authored a seventh on family businesses. |
| Work experience | |
|  | 2009 – to date Rupert Merson LLP London  Partner   1. Leads specialist firm advising entrepreneurial, owner-managed, family owned businesses, professional practices and not for profits on organisational development, strategy and governance. Assignments in UK, Europe, Africa and Middle East.   1998 – to date London Business School London  Lecturer (1998), Teaching Fellow (2003), Adjunct Associate Professor (2010), Adjunct Professor (2017)   1. Member of Strategy and Entrepreneurship department 2. Prize for Best Teacher at LBS, MBA 2015, 2018 3. Teach the following electives: 4. New Venture Development 5. Entrepreneurship in Emerging Markets 6. Managing Corporate Turnaround 7. Family Businesses 8. Have also taught electives on Managing the Growing Business and Strategic Innovation 9. Actively engaged in case-writing: recent case series include Pret a Manger, Tortilla, Pourshins, 1837online.com, WT Mobile, Cygnets, TechTrip, Cotswolds Distillery 10. Taught strategy and growth management on various LBS executive programmes, including ESR, MDS, YPO, CNT Brasilia, Sanofi, Nabarro, IBM, Lufthansa, Carlsberg, Millicom, Vodafone. Kuwait Petroleum, ADCO, Vodafone, KFAS. 11. Teaching prizes 2015, 2018   2009 – to date INSEAD Fontainebleau, France; Singapore  Visiting Adjunct Professor   1. Teaching New Business Ventures to MBA students. 2. Prize for best elective, 2015   Other Academic Experience includes:   * Teaching entrepreneurship and the management of growth at CEIBS, Shangahi, 2010 – to date  1. Teaching entrepreneurship at ISB, Hyderabad, India, 2011, 2012, 2013, 2016, 2017 2. Teaching Persuasion, Sales and Social Capital, a core course of the Masters in Entrepreneurship programme at the Judge Business School, 2018 – 2020   1997 – 2009 BDO Stoy Hayward London  Partner   1. Specialist in consulting and advisory services to entrepreneurs, owner-managed, and family-owned businesses. Led dozens of assignments for businesses, big and small, in many sectors, in Europe, Middle East and South East Asia, in fee range £10,000 - £150,000. 2. Particular interest in organisational development, managing growth, and family business succession and governance. 3. Elected member of BDO Stoy Hayward’s Partnership Council (2003 to 2009), responsible for profit share and matters of partner equity. 4. Chair of international firm’s Human Resources Committee 5. Member of Stoy Centre for Family Business 6. Significant responsibility for portfolio of internal activities, including responsibility for firm’s internal business education activities for partners, conference and event direction, leadership of firm’s entrepreneurship and growing business focus area.   1985 - 1997 BDO Stoy Hayward London  Various roles including:   1. Director and then Partner responsible for HR, 1991 – 1997. (First individual in year group to be admitted to partnership. 2. HR manager 1988 – 1991 3. Staff accountant, 1985 - 1988 |
| Education | |
|  | 1996 Harvard Business School Boston, MA  PMD  1982 - 1985 New College, Oxford Oxford  BA, MA   1. First Class Honours, English Language and Literature 2. University Prize-winner (Violet Vaughan Morgan Prize) 3. Open Exhibition – subsequently promoted to Scholarship |
| Non-Executive | |
|  | Non-Executive Chairman, Dalmar, Oslo, Norway, 2020 -  Non-Executive Director, Wardour Communications Ltd, London 2010 – 2020  Non-Executive Director, SheppardMoscow, London, 2013 – 2019  Non-Executive Director, Dahabshiil Transfer Services Ltd, London, 2014 – 2020  Advisory Board, London Chamber Orchestra, 2008 – 2015 |
| Professional memberships | |
|  | FCA (first time passes) 1988  FCIPD (first time passes) 1997  FRSA 2013 |
| Interests and activities | |
|  | Music – organist and pianist for concerts and services throughout south England  Drama  Literature – occasional book review published  Wife and four children! |
| publications | |
|  | National (and increasingly international) reputation as commentator on matters relating to entrepreneurship. Publications include:  Financial Director, Profile Books, 2003  Non-Executive Director, Profile Books, 2003  Managing Directors, Profile Books, 2004  Owners, Profile Books, 2004  Across the Generations, BDOSH, 2005 (with others)  Rules Are Not Enough, Profile Books, February 2010  A Guide to Managing Growth, The Economist Books, 2011  Growing a Business: Strategies for Leaders and Entrepreneurs, The Economist Books, 2016  Frequent pieces for the Financial Times, Telegraph, Sunday Times, Times, Independent etc |