

MILESTONE



Passion for People and Technology

Welcome to Milestone 2019, which this month includes an extract from our exclusive interview with Andy Follows, CEO Aquilae. We're passionate about people and technology, collaborating with experts who share common values and enabling a broader scope of services for our clients.



Andy Follows
CEO of Aquilae

Andy Follows, a former senior executive with BMW Group and Tesla shares our passion for people and as CEO of Aquilae, delivers coaching, leadership development and automotive finance consulting that enables individual and business growth. We hope you enjoy this short extract from our discussion with Andy which can be heard in full in our upcoming series of D2D Group podcasts.

Q. Andy, what led you to establish Aquilae, and your vision of 100% at 100%?

Imagine a workplace of busy individuals who, for a variety of reasons and in spite of their best intentions, are most likely performing at less than 100% of their current capability. The gap between their current performance and the performance levels they could already be delivering is a waste of company resources and a lost opportunity for them to be more productive and fulfilled. Aquilae exists to enable individual and business growth by closing that gap. Our vision is for 100% of employees to perform at 100% of their current capabilities and for those capabilities to grow each day. We'd be the first to admit that's ambitious, but it's a vision that inspires us, since nobody is excluded.

Q. Aquilae is an unusual name, what's the background and how does it relate to the services you provide?

I wanted a single word that transcends national boundaries. It's an approach that works well for Apple, Google, Facebook, Netflix, Amazon et al. and, as an international practice, I felt it would work for us. One translation of the Latin Aquilae is "eagles". My good friend and international education expert, Peter Dry, regularly asks the question, "Do you want to be pecking with the chickens or soaring with eagles?" At Aquilae, we enable our clients to soar like eagles!

Q. What advice would you give leaders aspiring to enable 100% at 100%?

Ask yourself four questions about each person in your team and organization (including yourself):

- **How well equipped are they to succeed, in terms of knowledge, skills, experience and resources?**
- **How clear are they about what they are supposed to be doing?**
- **How does the behavior of the people around them help them to perform at a high level?**
- **How much does it mean to them, what they are doing?**

Their answers will reveal the priorities in enabling individual and business growth, by getting everyone closer to operating at 100% of what they are already capable of.



To understand more how Aquilae can enable your individual and business growth please contact Andy at: andy@aquilae.co.uk or +44 7540 224611.