

PAUL MATTHEWS

Major Career Roles

CEO, Standard Life Assurance ltd
Chair, LGT Wealth Management
Independent Non-Executive Director, Quilter PLC
Chair, Focus Solutions
Chair, Vebnet

Other Career Highlights

Executive Director, Standard Life plc
Non-Executive Director, Quilter Financial Planning

Paul Matthews is an experienced FTSE leader, Non-Executive Director and mentor with more than eight years' experience supporting senior executives in FTSE 100 and 250 companies and global equivalents across multiple sectors.

Paul began his career straight from school at the London Stock Exchange before joining National Mutual Life in 1978, working for ten years in investment and sales roles. He then joined Standard Life, where a background in marketing and sales ultimately led to his appointment as UK, and later UK and Europe CEO, followed by a seat on the main plc Board. He built extensive experience in pensions, savings and investments, as well as acquiring businesses and initiating start-ups. Paul retired in 2017 as UK and Europe CEO of FTSE 100 company abrdn plc, serving 1.2 million shareholders and 4.5 million customers in 45 countries. Paul also served as an Independent Non-Executive Director at Quilter plc for six years, and as a Non-Executive Director of its subsidiary, Quilter Financial Planning. A Mentor at Merryck for eight years, he finds helping executives explore their options hugely rewarding and is excited by the opportunity to help others achieve great things.

Paul has a passion for helping businesses and individuals grow and succeed, recognising that every executive brings a unique combination of skills, experience and ambition. As a mentor, he focuses on understanding each client's objectives and context, then working with them to shape practical strategies to achieve their goals. He has significant experience supporting CEOs and senior executives who are central to CEO succession processes, helping them to step up to increased complexity, scrutiny and responsibility.

Paul brings deep cross-sector expertise in:

• The financial services sector – leading large, regulated financial services businesses with complex customer and shareholder bases.
• FTSE leadership & large-scale transformation – steering organisations through growth, restructuring and major strategic change.
• Board governance, succession & stakeholder management – working with boards, investors and advisers on CEO succession, strategy and performance.

Known for his open, down-to-earth and supportive style, Paul uses his board and plc experience to help clients navigate and balance both their careers and personal lives. He knows first-hand that businesses rely heavily on their leaders to set strategy and culture and that the demands of these roles can be tough and lonely. He emphasises the importance of great teamwork and believes that every person and organisation has the potential to do remarkable things; his work is focused on supporting those with the aspiration to do so.