



About Our Founder

Notable Quotables - From Richard Doyle's LinkedIn Profile



*During his tenure as NED at Arena, **Richard was totally committed, thorough, supportive** and, above all, challenging. I am sure it is no coincidence that, during his time here, Arena achieved significant growth.*

*Richard provided good insight and support as a Non Exec at NYnet for an organisation that functioned within a very complex regulatory and commercial environment. **Richard's broad experience is an asset** that he brought to his role as a Non Exec.*

*Richard joined our management team as a non executive and during our time together I found him to be very knowledgeable and of great benefit. **If you're looking for someone***

with a wealth of business experience, you can't go far wrong.

*Richard has some of the best qualities you can find when working with an investor. He is **goal driven, very disciplined and persistent** (against all odds Richard will ensure he sees a plan through).*

*I learnt a lot working with Richard and recommend him for any similar or non-executive role **in any business eager to grow and achieve success.***

*Richard is well organised and has a strong personality with the right ethics, he delivered on what he was recruited to do and helped with a number of key recruitments through his own network. **Richards experience in M&A paid dividends in the sale of the business in May 2019.** I would recommend Richard for a non-executive role in any ambitious growing business*

Richard's wealth of experience was evident from the first day we worked with him. His passion for the industry and our company was second to none, driving the senior management team forward, backed by facts and common sense. Richard regularly challenged all within the company, but always with the companies best interests in

mind. Richard always had time for more junior members of the company and regularly had 121's with the middle management team to assist them in their own development. **A fantastic, respected mentor with lots to offer other organisations.**

Richard has just **the right balance of experience and entrepreneurial tenacity** to drive a senior team forward. His impact on finance, operations, and commercial matters really helped push the business forward during his tenure and his bedside manner was both supportive and impactful on the coaching side. I would always look forward to a session with Richard and will continue to seek his guidance throughout my career.



I have had the pleasure of working with Richard at NYnet from 2013. He has brought a wealth of experience in the IT and Networking arena into the business. At a commercial level Richard has offered **both advice and directions to the business to help shape what it is today**. He has further contributed by actively involving himself in the day to day aspects such as opportunity qualification.

There are few individuals who have had such an influence on my sales career as Richard. A **talented, driven, hard working business leader** who likes a bit of fun along the way.

Richard is a **perfectionist but also an inspiring professional**. It was a real pleasure working together with Richard at Esteem. Highly organised developer with experience that can be an example for everyone.

Richard is a class act. A **very astute businessman** and a pleasure to deal with. I like him a great deal.

Richard is an entrepreneur through and through, with extensive business experience and success in the technology sector. Having worked for Richard and his business (Esteem Systems) for a number of years **I'd recommend working with him to anyone**.

Richard is one of those flamboyant **businessmen who you aspire to follow in later life**. During my time at Esteem as a late 20's salesman myself, I recall his story of selling ice cream in the South of France as one of his earliest enterprises and then selling his two sports cars (a TR7 ??) to start his first UK I.T. business. It's that type of humbling beginnings that gives an individual credibility - someone you can believe in, rather than a manager or executive that has been parachuted in and kite flies rather than relies on skill and knowledge to steer a business. Having a boss that was a successful salesman was very inspiring and my time working with Richard at Esteem was very successful.

Richard is a character that I expected to see on Dragons Den - not as an aspiring entrepreneur but an experienced Dragon.

A leading character on many executive boards and his own investment business, **it's been a pleasure working with Richard** and any enterprise under his comment and stewardship is certainly destined for higher things.

Having worked with Richard I admire his drive and determination in moving things forward. He has a **sound business acumen** and can prioritise the key aspects of any given situation.

I was non-executive Chairman at Esteem and worked with Richard up to the BIMBO exit. I thoroughly recommend Richard as a **very accomplished entrepreneur** who also has the appropriate skills to appreciate the needs and challenges of a growing and dynamic business.



I had the pleasure of working for Richard while at Esteem Systems. Richard was always very involved with the workforce, **extremely supportive and motivational** and I really enjoyed my time working for him.

As a Director on Richard's Board at Esteem Systems, I witnessed 'up close' Richard's excellent entrepreneurial skills that built a very successful business and

have gone on, through his continual drive and committed networking activities, to benefit many others seeking to do the same. He has superb management abilities to bring out the very best in those around him at all levels. I've benefited from his **calm insight, advice and wise counsel** on many occasions and have no hesitation in commending others to do the same

I worked closely with Richard in the days when he was building Esteem as a business. He was able to **communicate a strong vision and execute against this** in what was an aggressive Sun marketplace. As well as this he built a strong team around him who delivered and supported the business with strong loyalty and respect. I have spent many hours working and travelling with Richard and these have always been fulfilling.

An **excellent and inspirational** Director, very supportive and proud to have a successful business and loyal workforce he had creative. The business clearly missed him as he stepped away from the business. A great character to work for.

Richard is a hard-working, trustworthy and reliable leader who will do whatever it takes to get the job done properly. I found Richard to be always **hugely supportive, a great mentor** and a great personality to be around. His creative flair, keen eye for detail and personal skills, combined with his industry knowledge and experience, mean that he is an invaluable asset to any business or project. I hope our paths cross again as it would be a great pleasure to work with Richard once more.

I've known Richard for more than 30 years and greatly respect his abilities in driving IT related businesses. We've also been friends over that passage of time with some great days spent on mountainsides.

I know him to be **far-sighted and dependable**, with a flair for seeing the goal, usually having defined it too. He's a good man to know and I watch his moves with interest.

During my initial 5 years at Esteem when Richard was the Founder and CEO I found him to be one of the most **inspirational and decisive** senior Managers I have worked for. His drive & determination for the company to continue its success and solid reputation was clear to see. A great influence during the formative years of my career

I have always found Richard to be a **consummate professional** in his role CEO & Founder of Esteem Systems. His passion along with knowledge and openness to do business made it all the more easier for me to manage and develop them as a key Citrix Platinum account within the UK.

Richard hired me whilst he was the CEO at Esteem Systems. Esteem was a great place to work and it was a very successful time in my career. This was largely down to the company Richard and the team built and also the **personality and drive** that Richard gave the company. I would have no hesitation in recommending Richard and should the opportunity arise, it would be great to work with him again.



Richard is one of those **cool, calm voices-of-reason** that demand respect. He founded and ran a hugely successful, market-leading reseller and since selling the business to his management team has invested his time and considerable experience in nurturing businesses through his RADish investment business.

Easy to get along with, and thoughtful of response, Richard is the kind of experienced executive resource that **many companies could benefit from engaging with**.

As the Sun Account Manager many years ago facing into Esteem I have had many dealings with Richard, both from a sales perspective as well as strategy & planning going forward. Throughout my association with Richard, I found him to be **extremely helpful, resourceful and accommodating**. A pleasure to work with and a gentleman

In 2003 I had two career choices ; one as a Sales Executive at Esteem and the other in a senior European role at a bioinformatics company. The latter paid more than double the package. I decided on Esteem, **which speaks volumes** about the type of company that Richard founded and grew to a multimillion company ; and is still prospering from the foundations Richard laid.

Richard is a larger than life character with large helpings of **gravitas, determination, energy and drive**. As a result, he received a great deal of deserved respect and buy-in from all his staff. He ran a very tight ship and fostered an environment of discipline and professionalism that was very sales focussed. Yet he understood the need for

achieving the right work balance. He built a business from scratch to a multimillion pound enterprise before exiting twenty years later and never lost sight of the customer.

*It's been a real pleasure working together with Richard in the past. I can recommend Richard Doyle as a person with **great acumen and deep expertise of business solutions**. Richard Doyle is a goal oriented, results driven, smart Entrepreneur, with a good sense of humour. I just hope his fishing has improved since we last worked together.*

When Richard and I first met Sun Microsystems was a young, can do attitude company that lacked process and was still trying to establish itself. The reason we met was I had sold equipment without key components which Richard's company could provide.

*From this initial need our businesses came closer together and I got to know and work with Richard over many successful years. Working with Richard was a pleasure in both a personal and business sense. He held **wise council** on many occasions and helped greatly not only in the developed of our business but also the Sun channel. Many memories and I wish Richard all the best for the future.*

*I learned a lot during my time at Esteem and not just technically, Richards leadership encouraged people to be part of a team and his **direct communication** with the staff actively encouraged good communication. I have to say that even though I was a very junior member of staff back then I was made to feel very much included and important as did everyone else at the time. I have a lot of respect for Richard, his teachings and actions during this period of my life helped to form my professional morales and aspirations.*

Pabasso

The Office
Boroughbridge Hall
Boroughbridge
North Yorkshire
YO51 9AN

Tel: 01423 324707
Mob: 07785 267425
Email: info@pabasso.com

