

## EXECUTIVE LEADERSHIP COACH & TEAM FACILITATOR

expertise  
integrity  
realisation



### COACHING STYLE

- What to expect? Conversations underpinned by deep listening, exploration, encouragement, challenge, energy, support, and candour, all without judgement or prejudice.
- Potential outcomes: heightened self-awareness; increased confidence; deeper knowledge of your strengths, common behavioural traits and 'blockages'; perspective shift; renewed energy; clarity of vision; increased focus; resilience; improved collaboration within teams; superior leadership skills.
- Recent examples of clients' objectives include:
  - Developing greater self-awareness to encourage authentic leadership thinking and behaviour
  - Strengthening a team identity, vision and 'narrative'
  - Recognising individual and collective strengths within a team and understanding how to apply them to enhance client satisfaction
  - Improving self-confidence to create higher impact with internal and external clients
  - Developing self-belief to execute a business strategy to move from paid employment in a corporate setting to founding a not-for-profit enterprise
  - Transitioning skills to take more personal responsibility (without asking permission) in a growing team environment

### PROFESSIONAL EXPERIENCE

2003 – present, Highpoint Partners Limited, Owner/Director  
1994 – 2003, Russell Reynolds Associates, Managing Director

- I work with individuals one-on-one, and with teams. From senior leaders, through emerging and aspiring leaders, those in career and role transition, and teams with complex, strategic challenges.
- In all client relationships I firstly seek to understand the organisation, its challenges, team dynamics, culture and values, then adapt to suit the individual's or team's needs in context. The client always retains accountability for their own learning.
- My pre-coaching and facilitation career spans over 20 years in Executive Search, predominantly working with global asset management firms and investment banks. Projects were completed in the UK, Europe, the USA and Japan, and included advising senior leaders on key hiring decisions and team building, as well as hundreds of hours of career coaching.
- I previously taught English at the University of Bordeaux, France.

### CONTACT DETAILS

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### SUMMARY

- I am dedicated to assisting people to thrive in whatever context or situation is important to them.
- I work with organisations, teams, and individuals to co-create meaningful, sustainable change.
- I will ensure the experience is stimulating, challenging, and rewarding.
- I will create an environment that encourages trust, honesty, insight, and learning, and I will work collaboratively with you to help you realise your goals - the rest, as they say, is up to you.

### COACHING & FACILITATION QUALIFICATIONS / CPD

- Specialised master's degree in Consulting and Coaching for Change, HEC Paris and Oxford University Said Business School
- Thesis: "The Essential Components of High-Performing Teams and the Role of Leadership in Their Sustainability"
- International Systemic Team Coaching Certificate, Academy of Executive Coaching
- Master Practitioner Diploma in Positive Psychology Coaching (Accredited by the French Society of Positive Psychology)
- Certified facilitator of LEGO® SERIOUS PLAY® method and materials
- Coaching for Organisational Consultants, Ashridge Business School (Programme accredited by the EMCC)
- BRIEF Solution-Focussed Coaching, BRIEF, London
- Teaching for Transformation Certificate, Wholebeing Institute
- Driving the Narrative, Dr Maria Sirois, Cooperrider Center of Appreciative Inquiry
- Mindfulness for Coaches, Academy of Executive Coaching
- Mindfulness-Based Strengths Practice in Coaching, VIA Institute
- Certified to use FIRO B, FIRO B for Teams, Thomas-Kilmann Conflict Mode Instrument (TKI)
- Experienced user of CAPP R2 Strengths Profiler
- CPD focus includes Leadership & Organisational Development, Neuroscience, Resilience, and Emotional Intelligence (EQ)

### PROFESSIONAL MEMBERSHIPS

- British Psychological Society (BPS)
- European Mentoring and Coaching Council (EMCC)
- Institute of Coaching (IOC)

### ACADEMIC STUDIES

- MSc, Consulting and Coaching for Change, HEC School of Management, Paris, and Oxford University Said Business School
- Corporate Governance Programme, London Business School
- Economics Evening Programme, London Business School
- Investment Management Programme, London Business School
- MA, Applied European Studies (Business Studies, Economics and Law with French), London Southbank University
- BA, Modern Languages & Politics, Sheffield Hallam University

### LANGUAGES

- English – mother tongue
- French and Italian – professional working proficiency