



*"In life, only very occasionally do you meet someone with the capacity to properly help you explore and make sense of the possibilities in front of you. You are absolutely one of those!"*

*"A first-rate coach with a unique ability to combine a holistic appreciation of his clients' needs with a strong sense of putting the results of coaching into practice."*

*"It's a pretty momentous day for us ... thanks for the enormous assistance." "can't stop singing your praises."*

*"We really felt that some breakthroughs were made at the recent leadership team. We were able to achieve a level of transparency and the ability to articulate how we felt and why, this was uncharted territory for us!"*

*"Your probing questions and sensitivity yesterday had a powerful effect on me. Most importantly though, there seems to have been a change of mood amongst the staff team. I think your coaching unblocked something."*

*"Our coaching conversations and meetings over the years have been enormously powerful for me, and have, in ways I can't fully express, shaped my personal and professional attitudes and approaches to leadership."*

A skilled coach and facilitator working with a deliberately developmental and systemic perspective. Coaching executives and leaders, teams and organisations. Clients value being sponsored, encouraged and challenged. They appreciate the insight he promotes and provides, the edge with safety, expanding possibilities and worldview. With many clients holding a re-forming or transforming agenda, Alastair mostly works with those seeking to grow the capacity of their leadership, of themselves, and of their organisation's leadership.

Alastair is known for his commercial awareness, sense of purpose, integrity, and ability to build and maintain effective relationships at many levels. Previously he spent over 25 years in a variety of technical and leadership roles, globally and in the UK, where he was recognised for his outstanding planning and execution skills, ability to build businesses, produce results and transformational change at strategic and operational levels.

With over 10 years' leadership coaching experience, Alastair works from a position of curiosity, often an inspiration and catalyst. He brings a rich set of personal and diverse corporate experiences to clients. With attention on their agenda and outcomes, he supports leaders to achieve the success they desire: building new pathways of performance, awareness, resilience, authenticity. His style is collaborative, down to earth, straight forward, stimulating and productive. His focus is on exploration, purpose, potential, clarity, cohesion, mastery.

Typically engaged at inflexion points of challenge and opportunity, change and transition, or having to make sense from ambiguity, complexity, stuckness.. Many seek him out as they look to navigate an adaptive or step change, or a liminal period of uncertainty and confusion between what was and what is to come.

Coming alongside as a good and gritty companion for your journey, the benefits of working with Alastair are often long lasting, reflecting a deep connection at the heart of his work. You move on knowing your next steps and acting from a deeper sense of who you are, engaging in change as a means of growth and achievement.

He is a fully accredited executive coach with over 5,000 hours coaching experience, and is trained in a variety of coaching models, facilitation techniques, systemic interventions, organisation and relationship coaching, psychological and behaviour models, leadership and change approaches.

Alastair's own developmental journey brought him to a point of realisation of purpose – to work with others to become aware of their full potential, and to navigate a course towards making that a reality. He has an enthusiasm for discovery and learning, integrating head and heart and bringing fun and soul to his work.

Outside of his leadership and team practice he offers systemically oriented interventions and runs emergent workshops to promote organisational health, resolve stuckness and work with complexity. Away from professional life if he doesn't have his head in a book, you'll find him exploring woods and beaches with his dogs, getting to grips with the yoga mat, and with his wife, building their dream home beside a nature reserve.

## REPRESENTATIVE CLIENT ENGAGEMENTS

Coached digital programme lead to build authentic and authoritative leadership.

Coached broadcast CTO to build stronger leadership brand and strategic direction.

Coached professional services partner through top team re-organisation.

Coached COO and Sales Director of IT services firm through acquisition process.

Coached global banking expert to develop leadership presence and authority.

Coached technology lawyer to build EQ and relational leadership, ready for promotion to general counsel.

Coached exec and director levels in public sector agencies around leadership and impact.

Coached high potential talent and technical experts in banking, telecoms, insurance, education.

Coached many clients to CxO and ELT promotions

Board Coach and facilitator at insurance firm.

Lead Coach supporting executive “on boarding” for global bank digital transformation programme.

Team Coach on psychological aspects of change for digital service transformation in oil and gas firm.

Team Coaching and facilitation for top teams in banking, education, electronic products, IT.

Facilitating community engagement programme for underperforming school.

Facilitating “Cohesion, Clarity, Connection” workshop for global banking team.

Board facilitation at smart ticketing company to repurpose and restructure.

## AREAS OF EXPERTISE

Mastering leadership; the inner and outer work; authenticity; wider repertoires of behaviour.

Becoming a leader; transitioning from expert manager to relational and strategic leader; influence and impact.

Leading and learning in change and transformation.

Increasing capacity for complexity; building relational system intelligence.

Support through leadership development programmes.

Risk or potential for burnout.

Navigating the organisational journey; re-forming and transforming agendas; new ways of working.

Clarity – ‘Why?’, vision, direction, goals, roles.

Cohesion – highly effective teams and behaviours.

Connection –organisational, stakeholder, community.

Scaling organisational and systemic leadership.

Organisational trauma and seeming dysfunction.

## CLIENT TYPES/LEVELS OF EXPERIENCE

CxO, executive/director level, functional heads, SVP/VP, senior managers. New leaders, high potential talent.

Women leaders. New business start-up, entrepreneurs and innovators, Boards, exec teams, change teams.

## CLIENTS INCLUDE

HSBC, Santander, BBC, ITV, Marsh, Microsoft, System Dynamics, Ingram Micro, Tesco, Smiths Gore, Towers Watson, BGL, LOCOG, CQC, Security Agencies, Magnox, BP, UrbanBar, ITSO, Multi-Academy Trusts, The OU, National College for Education, CofE Dioceses, Bayer, Telefonica, IFS, Bakkavor, KPMG, Pattonair, LHPenna

## EDUCATION, CERTIFICATIONS AND TRAINING

AC Accredited Executive Coach.

ICF accredited coaching certification.

Systemic Coaching and Constellations Practitioner.

ORSC Systems Intelligence, Roadmap for Change.

The Art of Developmental Coaching.

Coaching Conversations at the Growing Edge.

The Leadership Circle: Leadership Profile and Collective Leadership Culture Survey – Certified Practitioner.

Group leadership dynamics and Advanced non-verbal communications (commendation).

BPS Level A/B certified: Emotional Intelligence (Bar-On EQi), Hogan Development Survey (HDS), MRG Individual Directions (IDI).

Lencioni team /cohesion and organisational health.

NLP Master Practitioner. Transactional Analysis.

Theory-U and Presencing; Hero’s Journey.

Circle Way participative leadership.

UK government DV security clearance (past).

BSc Honours in Computing Science.

## OTHER CAREER EXPERIENCE

IT, Project Management, Consulting, Business Development, Relationship Management, Executive Leadership

## SECTOR EXPERIENCE

Financial Services, Software/IT Services, Telecoms, High-tech Products, Oil and Gas, Property, Broadcast/Media, Professional Services, Education, Pharma, Government Agencies, Local Government, Food