



"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."

The over-arching purpose of my work is to promote a more conscious practice of leadership, particularly in navigating transformation and complexity. I describe myself as a developmental coach and facilitator, often a guide offering insight and direction. I hope I am an inspiration, opening up possibility and a path on.

Often spoken of as a catalyst, my style is collaborative, down to earth, straight forward, stimulating and productive. My focus is on exploration, purpose, potential, clarity, cohesion, mastery. I work with deliberately developmental and systemic perspectives. Clients say they value being sponsored, encouraged and challenged. They appreciate the insight I promote and provide, the edge with safety, expanding possibilities and worldview.

Previously I spent over 25 years in a variety of technical, commercial and leadership roles, globally and in the UK, where I was recognised for outstanding planning and execution skills, ability to build businesses, produce results and transformational change at strategic and operational levels.

Nearly 15 years ago I moved on from my corporate leadership career to reconnect with and follow a sense of my own purpose and soul. That choice has allowed me to take a path of deep discovery and learning, progressively unfolding the special contribution and service that I hope I can offer in this world. This work now manifests through deepening conversation and thinking, through growing awareness, understanding and meaning making, leading to clients taking new steps in service of their greater leadership and purpose.

Many clients hold a re-forming or transforming agenda, I work with those seeking to grow the capacity of leadership for themselves and others. Coming alongside as a good and gritty companion for your journey, the benefits of working with me are often long lasting, reflecting a deep connection at the heart of my work. I mainly partner with clients in four areas:

- Working over time with leaders and teams at inflection points of challenge and opportunity.
- Individual coaching for those wanting to scale their leadership capacity, to develop a more conscious practice of leadership, and to discover their path of purpose and service.
- Systemic coaching and facilitation especially in 'low engagement, broken, dysfunctional or toxic' situations.
- Group facilitation for those seeking to promote dialogue, collaboration and community.

Away from professional life I'll often have my head in a book, be exploring rivers, woods and beaches with my dogs, or be getting to grips with the yoga mat, and with my wife, building our dream home beside a nature reserve.

Alastair Kidd

a coach and facilitator, focussed on a more conscious practice of leadership

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.

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.

HPT and Leadership development programmes.

Risk or potential for burnout.

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

6 Capacities of Leadership – Clarity, Courage, Cohesion, Communication, Connection, Competence

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.

CLIENTS INCLUDE

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

EDUCATION, CERTIFICATIONS AND TRAINING

AC Accredited Exec Coach. ICF accredited coaching certification. Over 5,000 coaching hours.

Systemic Coaching and Constellations Practitioner. ORSC Systems Intelligence, Roadmap for Change.

The Art of Developmental Coaching. Conversations at the Growing Edge. Coaching from Source.

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

Accelerating Transformation – Certified Facilitator

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

BPS A/B certified: Bar-On EQi, Hogan HDS, MRG IDI.

Lencioni team /cohesion and organisational health.

NLP Master Practitioner. Transactional Analysis.

Theory-U and Presencing; Hero’s Journey. Circle Way participative leadership. World Café.

Regular supervision. Co-lead/Member of advanced practice groups for constellations, leadership development, emergent facilitation.

BSc Hons Computing Science.

OTHER CAREER EXPERIENCE

IT, PM and QM, Consulting, Business Development, Commercial Management, Executive Leadership.

SECTOR EXPERIENCE

FS, S/W, Telecoms, Technology, Oil & Gas, Property & Estates, Broadcast & Media, Professional Services, Education, Pharma, Government, Food.



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