

# Andrew Spence



*"Andrew has a huge depth of knowledge of psychology and I greatly admire that he constantly reads and stays current on practice issues and new research. He has a thoughtful, friendly demeanour and I found him always to be very principled, ethical and accountable."*

## How Coaching Can Make a Difference

My approach to executive and performance coaching supports professional development, often drawing on the insights from initial psychometrics. Management and professional work continues to be challenging and the value of an independent, experienced Coach is well established and transformative.

Specific and actionable deliverables are presented to the client, designed and customised to meet their direct needs. The approach is entirely client centric, free from re-cycled, off the shelf solutions.

## Recent Assignments

- Delivered leadership development programme, involving assessment, goal setting and coaching for Managers in a leading UAE bank
- Analyzed organizational structure and goals for a major European Bank, providing recommendations and direction, in consultation with senior management and HR, delivering a working model that was successfully adopted.
- Worked with regional government agency, to support high potential future leaders and support the individual's and nation's growth towards its strategic vision.

## Coaching Specialisms

- High Potential leadership coaching
- Senior level / C-suite coaching
- Coaching Banking Industry and Financial services leaders and professionals
- Coaching and Developing GCC region Nationals
- Organisational analysis and design
- Applying and working with organisational psychology and psychometrics
- Researching and applying business data and analysis to support organisational competitiveness
- Competency framework design and application

## Business Experience

- Currently operating out of Dubai, for the past 10 years, my global experience includes providing internal and award-winning external programs for Etisalat, and for clients of ADUKG Knowledge Group.
- Encompassing some of the countries' leading corporations as clients, including Etisalat, Abu Dhabi National Oil Corporation, Abu Dhabi Investment Authority and several leading regional banks and financial institutions.
- Previously, based in London delivering professional services for a range of blue-chip clients including the City of London and leading Banking and Financial Services clients.

## Qualifications and Accreditation

- Certified and registered Occupational Test User: Ability and Personality
- Graduate Member of the British Psychological Society
- Diploma in Performance Coaching
- Full membership of the UK based Association for Coaching since 2005.
- Trained and accredited user of a wide range of psychometric tools, including Hogan, SHL, TalentQ, Psytech, Cubiks and others.
- MSc in Organizational Psychology
- MA in Philosophy
- Post Graduate Diploma in Public Policy.