



*"Steve is a creative, respectful and insightful coach, which creates a powerful coaching environment for the client"*

## How Coaching Can Make a Difference

I am passionate about leadership and people development and am dedicated to supporting his clients to realise their full potential. I see each individual's unique attributes and coaches the whole person.

My coaching style is very authentic and based on trust; I always speak the truth while never judging. I often consider issues from novel perspectives, but always with practical actions to be taken at the end of every session to enable progress and further learning.

I challenge while remaining supportive, calm and grounded, thus creating the space for clients to follow their own learning process.

## Recent Assignments

- International sporting body Governance Review programme in multiple countries, coordinating overseas facilitators, videoconference delivery, producing NGB Board assessments to guide forward planning.
- International refinery Coaching for Managers programme to help embed a coaching culture, enhance operational effectiveness and increase staff engagement; also Individual Coaching for Head of UK & Asia Refineries during initial period of promotion.
- Board development work with national sporting body to "silo bust", build collaboration and enable leadership throughout organisation.

## Coaching Specialisms

- Navigating and managing significant change
- Creating high performance teams
- Team dynamics
- Team based innovation and creativity
- Enabling cross departmental communication/collaboration and strategic alignment
- Working with creative and positive approaches to personal development
- Creating accountability and joint commitment to action
- Authentic personal leadership
- Transition into a new role

## Business Experience

- Prior to becoming a coach, I worked for 25 years in the consumer health care, petroleum and petrochemicals industries and held executive management positions in General Management, Sales, Marketing, Procurement and R&D in the UK and the USA.
- I also had hands on experience of leading company wide change management programmes, such as post acquisition integration of technology platforms and business units and major cross-functional innovation programmes, including working at shareholder level.

## Qualifications and Accreditation

- Certified professional coach: International Coaching Federation
- Certified professional coach: Coactive Training Institute
- Organisation, Relationship and Systems Coach: CRR Global
- Master Practitioner, NLP
- B.A. and M.A. in Chemistry: Downing College, Cambridge
- Ph.D. in Chemistry: Kings College, London
- Chartered Chemist
- Member of the Royal Society of Chemistry
- Licenced ski instructor: BASI and SNSC 2001 – 2011