



## **RICHARD KNIGHT – BIOGRAPHY OF COACHING EXPERIENCE**

Richard has worked as an Executive Coach for 17 years.

During that time he has supported over 400 leaders. These have included main board Directors, CEO's, Divisional MD's, Directors and Senior Managers from Finance, Marketing, Sales, Production, Commercial and HR Functions. He worked at Director and Director General level within Government.

### **Client organisations have included:**

Pepsico (Europe); Apple; Yahoo; The Foreign & Commonwealth Office; The Home Office; BAE Systems Applied Intelligence; CGI (India); Atkins; British Nuclear Group; Accenture; NHS Bristol Trust; Alfred McAlpine; Babcock; CALA Group; John Menzies PLC; Call credit UK; The Medical Research Council; Royal Bank of Scotland; Standard Life Aberdeen; Alliance Trusts PLC; Conduit Finance; Scottish Environment Protection Agency (SEPA); Scottish Water; British Waterways; The Student Loans Co; The Church of Scotland; Shoosmiths ACH

His coaching is most successful with leaders who bring the following contexts:

- Getting ready for or settling into new leadership positions. Looking to consciously fashion their own 'brand' as leader - consolidating and / or expanding their approach, skills and impact.
- Needing help to re engage, regain confidence, establish a new direction for themselves. Usually following some level of change, reorganisation, personal crisis or dip in confidence.
- Looking to become more effective team leaders at a senior level.
- Wanting a sounding board for effecting and accelerating change.

Richard passionately believes that enduring change in people occurs by becoming more of who we really are. This is most likely to happen in relationships which are mutually respectful, appreciative, challenging and compassionate.

His curiosity and genuine interest are focused on his clients, their world and how they can and do thrive in that. His focus is to help individuals understand and embody their strengths whilst addressing their needs and priorities. He does this through deep listening, 'good questions' and shared thinking.

His clear style is welcomed as the basis for collaborative learning - that is open dialogue which considers different perspectives, the sharing of ideas, thinking and joint discovery.

### **Professional Career**

Richard's early working life included running his own restaurant and management consulting. He joined United Distillers / Diageo and work in Production, R&D, Supply & Sales for 9 years. His roles focused on leading and delivering significant people and culture change. He then joined PWC Business Process Outsourcing as Director of People Transition - running of team of People Transition specialists operating on large client deals across Europe.

Having trained professionally as a coach in 2002 / 3 he worked full time as an Executive Coach with WhiteHead Mann The Change Partnership. In 2004 he then set up Maasai Camel - a Leadership and Organisation Development Consultancy.

### **How Clients Have Described Their Coaching Experience**

- "It's not been about changing who you are but about bringing out different qualities in me"
- "You have helped me group and package my thinking and then act on it"
- "I found it a unique experience. It was something I thought I needed and i have benefitted enormously"
- "At first the scale of change can seem big but its about doing the little things which create a big impact"
- "I thought more of the answers would come from you rather than the use of questioning to get answers from me!"
- "Coaching has been about helping me more fully explore and understand a situation and answering the question - so what are you going to do about it".
- "Overall this has been fantastic! I didn't think coaching would make as profound a difference as it has".
- "I've been surprised by the degree to which you personalise coaching sessions - it has been highly tailored for me".

### **Training and Qualifications:**

- Diploma in Executive Coaching - Academy of Executive Coaching (AoEC).
- MBA from Edinburgh University.
- Organisation & Systems Development Diploma - Gestalt Institute, OHIO.
- Couples Work Coach - The Centre for Gender Psychology.
- Hogan Assessment Accreditation.
- Systemic Team Coaching - The Academy of Executive Coaching (AoEC).
- Menswork Group Facilitation - The Centre for Gender Psychology
- Unilever and Foreign & Commonwealth Office - Global Coach Accreditation
- Emirates Global Leadership Coach Approved.