



RICHARD KNIGHT – BIOGRAPHY OF EXPERIENCE

Richard worked as an OD/Change Manager across a range of major corporate change programmes within PricewaterhouseCoopers and Diageo over 11 years. As Director for People Transition in PwC Business Process Outsourcing, he led a pan European team of transition specialists working on complex European outsourcing deals with clients in the Oil, Banking and Telecoms sectors.

He has coached professionally for 13 years and in that time has worked with over 300 organisational leaders. His clients include / have included main board Directors, CEO's, Divisional MD's, Directors & Senior Managers from Finance, Marketing, Sales, Production, Trading & HR functions. He has worked at Director and Director General level within The Foreign Office.

Client organisations include / have included The Royal Bank of Scotland, Standard Life, Alfred McAlpine plc, John Menzies plc, Accenture, Unilever, Apple, Pepsico, British Nuclear Group, BAE Systems Applied Intelligence, British Waterways, Alliance Trusts plc, The Foreign Office, The Home Office, Scottish Water, SEPA, The Student Loans Company Ltd, CALA Group, Shoosmiths ACH, Free Agent & The Medical Research Council. Richard runs his own company Maasai Camel Ltd - an organisation and leadership development consultancy. Their work deals with team improvement interventions, future leadership development, strategic alignment and "CSR Plus", creating Corporate Community Partnerships. His clients have included Scottish & Newcastle, CALA Group, Detica, Menzies Aviation, Royal Bank of Scotland, Apple, National Consumer Council, Scottish Environment Protection Agency (SEPA), Abbot Diagnostic Care (Europe), Historic Scotland, Turnbull & Scott, Poppy Scotland and Arch Angel Investment Group.

PURPOSE OF HIS COACHING

- Help people think differently about their situation to get results
- Introducing new perspectives and insights on self and situations
- Helping people feel reassured during periods of transition, turbulence and change
- Building focused plans with clear priorities & intentionality
- Helping people adapt how they respond to certain people or situations
- Assimilate, discriminate and use feedback to understand development agendas
- Expand emotional intelligence and it's application in the role of leader
- Build capacity for greater self referencing & self recognition
- Develop an ability to consciously self coach & self adjust
- Support increased confidence, presence and impact
- Develop expanded networks, relationships and contacts
- Encourage people to be themselves fully



HOW PEOPLE WHO HAVE WORKED WITH HIM DESCRIBE COACHING

- *"It has been about helping me to do what I want to do"*
- *"It's not about changing who you are but about bringing out different qualities that are there"*
- *"You have helped me to group and package my ideas and then act on them!"*
- *"I found it a unique experience. It wasn't something I thought I needed and I have benefited enormously"*
- *"The scale of change can seem big but it's 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 fully understanding a situation and answering the question – so what are you going to do about it?"*
- *"Coaching has been about adding techniques – ways of working – to my inherent skills and abilities whilst reinforcing the need to practice"*
- *"I've been surprised by the degree to which you personalise coaching sessions – it has been highly tailored for me"*
- *"Overall this has been fantastic! I didn't think it would make as profound a difference as it has"*
- *"I think coaching is particularly beneficial when hitting new or different situations or when old ways of working are no longer enough"*
- *"It has helped me to understand how I use my skills and personality in my business environment & tailor how I extract more from that environment through personal change"*

PROFESSIONAL QUALIFICATIONS AND ONGOING DEVELOPMENT

- Advanced Diploma - AOEC - Academy Of Executive Coaching, UK
- MBA - Edinburgh University Business School
- International Organisation & Systems Development Graduate – Gestalt Institute, Cleveland, OHIO
- Unilever & Foreign & Commonwealth Office approved global coach
- Creative Couple Work Coach Graduate – Centre for Gender Psychology

GETTING IN TOUCH WITH RICHARD

You can contact me via email or phone for an exploratory discussion without obligation.

Coaching doesn't work for everyone and it is not always the best intervention. It is important to me that you have an opportunity to have your questions fully answered. Equally that I get a chance to understand your situation as part of the process of us deciding whether coaching would be right for you and if I would be the right coach.

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