



Fiona Elder

Executive Coach, OD & Leadership Consultant, Facilitator

BSc. Hons. (Chemical Engineering), ICF Professional Certified Coach

Business Experience

Fiona is an executive coach, coach supervisor and leadership consultant and has over 20 years of experience developing managers, leaders and technical experts who need to use influence strategically in matrix structures. Her work has included the definition and design of a broad range of consulting interventions in complex international organisations. Her delivery leads to improved delivery of results and continued development of individuals and teams.

Her coaching practice has developed as she consulted on change projects in the finance, manufacturing and professional services sector. Fiona is an accredited ICF coach (PCC) and qualified coach supervisor and works with professional coaches and a vertical cross-section of managers who are building their coaching competence within organisations.

Fiona worked as an internal consultant in Thorn Europe leading the people agenda on national process redesign programmes. Her career began as an operations manager in the FMCG market and her interest in leadership developed as she observed the obvious and immediate impact of managers' behaviour and communication on operational and project teams. Fiona was a director of an IT and Management Consultancy for 8 years.

She works with Senior Directors and their partners going through Career Transition in the City drawing on her unique experience of relationship work and her experience in commercial organisations.

Fiona is a highly experienced coach who is continuing her personal development with advanced training as a coach supervisor. She uses the coaching skills that she has flexibly to meet client's requirements including coaching individuals on leadership, change, growth and career transition, coaching teams through formation and transition, designing and facilitating action learning interventions, acting as an external supervisor for organisations throughout Europe and training and validating a 40-strong internal coaching network.

Fiona also works with individuals and groups of managers to deliver organisational results through the development of cultures and working environments which allow high quality conversations including challenge and feedback. Fiona uses her knowledge of neuroscience to enable experienced leaders and new managers to fully understand the power and impact of their communication and actions. Leaders grow in confidence and competence in communicating to build trust, in taking decisions and engaging teams in effective actions leading to improved business results. A sample project was the development of a global programme for a food packaging company. She worked through engagement of global HRBPs to design and developed the first global leadership and management performance programmes which are still running after 9 years. She has also used experiential outdoor learning and structured group facilitation to drive transformational change in diverse management teams in IT and telecommunications companies.

Professional Qualifications

BSc. Hons. Chem. Eng, Birmingham University, ICF Professional Certified Coach, Certificate of Supervision and Mentor Coaching, Advanced Certificate in Systemic Practice in Management Development, ONC Certificate of Workplace Mediation, Graduate of C-IQ 2017 (Neuroscience of Conversations), Certificate of Relationship Counselling, University of East London, MBTI qualified, Use of Type and Temperament, Qualified to use Strengthscope, Neo-PIR, Practitioner – Academy for Political Intelligence

Coaching Hours

Fiona has over 2,500 coaching hours and has worked internationally with coaching clients as well as in the UK. Fiona has regular coaching supervision carried out by a highly qualified coaching supervisor.

Clients

General Medical Council, SAS Analytics, Salesforce, Columbia Threadneedle, TFL, Barclays, Mercer, Credit Agricole, RBS, Marks and Spencer, XLCatlin, BBC World Service, 3i, OMT, Helios, Idox, TetraPak, NHS Leadership Academy, London Business School, Acute/Mental Health Trusts and CCGs, HCC, Environment Agency, CWDW, DWP.