



Ian Mitchell – Coach Profile



Background

Ian is an experienced Leadership, Executive and Team Coach, Coach Supervisor and Leadership Consultant who works with Boards, Top Teams, CEOs and C-suite Executives to help them clarify their purpose, accelerate their performance and, in the case of Leader-Coaches, to bring greater excellence and understanding to their practice. His purpose is to *'co-create with leaders an environment in which they can dynamically increase the positive impact they make in their organisations and wider eco system.'*

Working as a founding Partner in Eighty20 Focus LLP and Chair of the Irish Region of the Association for Coaching he brings a wealth of insight, professional knowledge and experience, underpinned and enhanced by the deep systemic understanding gained from working at a senior level within one of the world's leading Professional Services firms.

He holds an MA (Distinction) from University of Chester in 'Coaching Leaders through Transition and Change', with a major emphasis on developing team coaching as a dynamic and effective approach to leadership development, and has successfully used his research findings in the co-design of Leadership Development programmes and interventions in a number of organisations across several sectors. With around 8 years of experience as an external Executive Coach, following on from over 20 prior years spent working as a Leader-Coach Ian has completed several thousand hours of hands on coaching experience with both individuals and teams. He has been a qualified Coach Supervisor since 2015, and has contributed articles and columns on various aspects of Systemic Executive, Team and Organisational Coaching to several professional magazines including 'Accountancy Ireland' – journal of the Institute of Chartered Accountants in Ireland.

Recent Executive and Team Coaching assignments

- Coaching a country CEO of a multinational Life & Pensions Company through the restructuring and bringing to market of a significant new product offering, and subsequent restructure of the product delivery channel.
- Coaching a country CEO within a leading multinational telecoms service provider through an exit from the business and re-establishment within a new sector
- Coaching the European CEO of a multinational Life & Pensions Company through exit from the business, relocation to and establishment within a similar role in Middle East.

- Coaching the Top Teams in a number of mid sized Life and Pension advisory firms in Ireland and UK
- Coaching the CEO and Emerging Director team in a leading UK Midlands Construction advisory firm
- Coaching a Senior Director through to Equity Partnership within a UK 'Big Four' firm
- Co-facilitating 'Leading in Liminal Spaces' leadership development programmes within NHS England Trusts.
- Coaching the CFO of a large Professional body through a significant organisational crisis that achieved national notoriety. Also coaching the Belgian CEO through his exit from the organisation at the same time.

Education and Coach Qualifications

- BA (Hons) in Moral Philosophy (Queens University Belfast)
- MA (Dist.) in Coaching Leaders through Transition and Change (University of Chester)
- PGCert (Merit) in Coach Supervision (University of Chester)
- Accredited Coach with Association for Coaching (AC)
- Qualified Coach Supervisor (Barefoot Coaching, (UK)
- Fellow of the Institute of Leadership and Management (FILM)
- Diploma in Business, Executive and Personal Coaching (Coach Institute of Ireland)
- Accredited PROPHET Executive Team Practitioner. PROPHET is a BPS registered business-focused tool to be used for development purposes with employees especially those in executive roles.. Not a traditional personality measure per se, it is based on business relationship theory and derives measures that link into the developer's model of the business cycle and the roles important within this.
- Strong understanding of and grounding in Gestalt, Time to Think, FACTS model for Challenging Coaching, Immunity to Change Coaching model, Systemic Team Coaching Model (Hawkins), Systemic Mapping, and has achieved competency across all of Western's 'Four Coaching Discourse' approaches

Sample Past and Present Clients

Financial Services: Amex, Standard Life, Aviva, Zurich Life and Pensions, Irish Life, Allied Irish Bank, Cornmarket, Newcourt Trustees.

Professional Services: Deloitte. **Technology:** O2, Kitman Labs, Google.

FMCC: Heineken, Kerry Group, C&C, Aryzta, Jacobs Biscuits,

Retail: Roche's Stores, Cleerys, Brown Thomas,

Aviation: Oxford Aviation, ORIX Aviation

Relevant career history

- **2011-ongoing:** Partner Eighty20 Focus LLP, working with Executives and their Teams to build trust, develop connectivity, evolve culture and simplify complexity; both with each other and across their organisations.
- **2003-2011:** Managing Director, Deloitte Pensions & Investments Limited (Ireland). My background is in successfully turning around teams and scaling businesses. Here I successfully grew a small financial advisory team to focus on delivering complex pensions advice to top tier corporates, successfully expanding to 500% establishment size and 700% initial revenue
- **2001-2003:** Managing Director, Towry Law (Ireland). In this role I successfully recruited a start up financial advisory team in a new country of operation and obtained necessary regulatory permissions to commence trading, before successfully completing an MBO and selling onward to Deloitte.
- **1996-2001:** Regional Manager (N Ireland), Towry Law. Management of a Regional financial advisory team of approx. 20 people.

Testimonials

'Ian is a very gifted coach - don't let his his relaxed style fool you, when he needs to 'cut to the chase' his questioning can be very stretching!'

Former CEO FMCG

'Ian is a good coach to have in a crisis. His supportive approach helps create a calm atmosphere of self-belief.'

CFO, National Professional Body

'Ian was able to help me see what was important to me as a leader. Through working with him I was able to make some very impactful changes in my working and my personal worlds.'

Former Lobbyist to European Parliament

'Ian's caching was invaluable to me when preparing to take up an International Leadership role'

Former Chief Executive (MEA), Life and Pensions Company

'Working with Ian really helped me work through the key issues in developing my business plan, deploying my teams, and working more productively with my colleagues'

Director on Partner Track, 'Big 4' Professional Services Firm

'Ian was my Leader-Coach for 3 years and was profoundly influential in my own development into leadership. He still acts as a Critical Friend in helping me develop my career'

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