

## TRANSITION PARTNERSHIPS

### **Antony Aitken MA MSc Mgt (M I T)** **Executive Coach**

#### **Summary**

Antony has followed many years in line management – latterly as MD and Divisional Chairman in engineering and business services – with a commitment to helping senior people to address the big issues in their business lives.

#### **Who Does He Work With?**

He has recently worked with:

1. Two directors new to a Plc Board; an MD of the FSA.
2. Members of the senior leadership team in a newly created R & D organisation.
3. Many groups of senior managers focussing on their leadership development, undertaking group coaching / action learning, in internal and multi-company groups.

#### **Who Does Antony Help Most Effectively?**

People who are ready to:

- **Listen to new ideas** – experiment with ideas and behaviours, looking for different outcomes,
- **Recognise that ‘Change begins with me’** – and that leadership is about supporting others in their desire to perform,
- **Believe that we make our own luck** – and that personal development is a continuous process,
- **Decide to get the most** out of the coaching experience; AND...
- **Don’t** need counselling or therapy; or access to job networks or vacancies.

#### **What’s his style?**

Antony believes that an effective coaching partnership requires both parties to engage in an enquiry into the reality of the opportunities available. His style is a deliberate mix of support, challenge and suggestions. His belief- that much learning comes from action -means that he encourages clients to seek new ways to move forwards towards their goals. He is enthusiastic about growth in business opportunities – and has the personal experiences behind him to empathise when things are difficult. He recognises the courage required to make hard choices.

#### **What qualifies him to work with me?**

Antony worked in a variety of line roles in mechanical engineering and business services, before helping to start Transition Partnerships in 1992. He followed his MSc at MIT in ‘72 with three years with the Chairman of a major retail group who had diverse City interests – and he has a strong interest in micro and macro economics.

He is a member of the **Coachville Graduate School of Coaching**.

#### **Personal**

Antony is married with two children who are in the process of leaving home! The family are based in central Berkshire, where Antony contributes to the Prince’s Trust Business Programme in his spare time – helping to organise and train the mentor volunteers - when gardening, sailing and golf allow.

#### **Contact information**

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