

TRANSITION PARTNERSHIPS

Ian Saunders, BSc, Chartered FCIPD Executive Coach

Summary

Ian is an experienced Executive Coach, offering support and challenge to people *who are ready to tackle* issues, challenges and concerns at work. Over the last 20 years, his clients have come from a variety of sectors – financial services, telecommunications, research and development, manufacturing and consulting – presenting a diversity of issues to address.

Who does he work with?

He has worked recently with:

1. A Director of a major International Bank.
2. A Director and his Managers in a 'new' organisation that has to develop new structures, processes, relationships and grow the business.
3. The leadership team in a major engineering organisation.
4. Many groups of senior managers focussing on their leadership development.

Who does Ian help most effectively?

Chemistry is important in an effective coaching relationship and Ian defines the people he works best with as follows. People who are ready to:

- **Try out new ideas** – experiment with behaviours seeking different outcomes,
- **Accept challenges to style and behaviour patterns,**
- **Make the necessary time available** – coaching cannot work without giving it time,
- **Make an informed choice** to work with him; AND...
- **Don't** need counselling or therapy; or access to job networks or vacancies.

What's his style?

Ian believes that effective coaching is a creative and bespoke mixture of skill, knowledge and personality. His style is a deliberate mix of support, challenge and suggestions. He questions, uses insight, knowledge and continually draws on his personal experience. He **encourages** people to acknowledge and address their current situation, identifying their own objectives, especially areas for behaviour change. Previous clients have commented upon his willingness to **listen** and **empathise**, his skill in quickly creating **rapport** and **understanding**, his ability to create new ways to view possibilities, his **experience, patience** and **persistence**.

What qualifies him to work with me?

Ian has 30 years experience working with people in a variety of coaching, action learning and facilitating roles. He has always worked in a 'coaching style' believing that this is the most effective approach for helping leaders, managers and individuals. He has developed a number of instruments to facilitate personal development and has been the driving force behind Transition Partnerships recently published "Tools for change". He is a qualified practitioner of the Myers Briggs Type Inventory (MBTI) Step I and Step II. He has his own coach and is a member of the **International Association of Coaches**, the **International Coach Federation** and the **Coachville Graduate School of Coaching**.

Personal

Ian is married with two grown up children and lives in the Lambourn valley near Newbury. He was a Royal Engineers officer immediately after university, had spells with Rockware Glass, The Rover Group and Allied Dunbar before becoming self employed in 1984. He set up Transition Partnerships with some colleagues in 1991. He is a keen golfer.

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