




Analia Yacot

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| <p>AREAS OF COACHING EXPERTISE</p> | <p>Coaching services are delivered to leaders and managers when they need to:</p> <ul style="list-style-type: none"> • Drive transformational change and foster innovation; inspire, motivate and create a strong sense of collaboration within your team. • Prepare to take on top-level roles and/or need to develop a global and diverse team including strategic planning for effective delivery. • Become better equipped to address complex issues faced by a multicultural globally dispersed team, coordinate actions and make decisions to reach common goals. • Manage transitions and career development, building on existing strengths and talents. • Build strong relationships, strategic networks, influence new ideas and create a communication strategy. • Reorganize workforce and generate more collaboration due to new organizational demands. |
| <p>EXAMPLES OF RECENT COACHING ASSIGNMENTS</p> | <ul style="list-style-type: none"> • Coached Senior Managers including P5 and above at ILO from different regions and countries during leadership learning programmes. Coaching focussed on mapping stakeholders and interactions between the system, identifying leadership behaviours needed to succeed in their duties. Reported results include improved collaboration and efficiency among regions during the planning and the implementation process of projects. • Coached VP of Supply Chain at Ferring during a merger of departments and the implementation of lean management principles. As a result, a new strategy was carried out to turn around business performance and develop a new culture of collaboration. • Coached Founding Director during the start-up of a public-private initiative. Coaching focused on communication and influential skills, resulted in support from stakeholders to implement strategy. • Coached VP in a private bank to develop more of his talent. As a result, a new strategy was carried out to turn around business performance and develop a new culture of collaboration. Currently teaching coaching skills to client. |

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| <p>SUMMARY OF RELEVANT WORK EXPERIENCE</p> | <p>20+ years of organizational experience in multicultural and complex environments going through transformative change, guiding and inspiring talent development of managers, leaders and teams in the private and public sector to create a strong culture of collaboration to achieve results:</p> <ul style="list-style-type: none"> • Public sector: ILO, FAO, Better Work, EMERGE for Women Leaders (11 UN entities-ILO, ITU, OHCHR, UNAIDS, UNHCR, UNICEF, UNOG, UNSSC, WHO, WIPO), IUCN, WTO, OXFAM, World Bank, UNESCO, UNWRA, GAVI, WHO, WIPO, ITC, UNAIDS. • Private Sector: Citibank, KPMG, Microsoft, Merck Serono, Medtronic, Suchard, General Mills, Honeywell, Colgate, Firmenich, Nestle, Anglo American, CA Technologies, Ferring, Givaudan, Rothschild Bank. • Foundations: Laudes Foundation, C&A Foundation, International Cocoa Initiative, World Economic Forum. • Academic Institutions: IMD Business School, UTAS-Australia. • Founded and trademarked  in 2012, an integrative methodology to enable leadership evolution through cooperation. This approach creates space for deep work while keeping client goals at the forefront. The results are expansion of individual capabilities, enhanced cooperation across teams and value creation for an organization. <p>Career History includes:</p> <ul style="list-style-type: none"> • Managing Director, Analia Yacot – International Leadership Development (1999-present) • Director, Finance and HR for 3Com, American IT. (1996-1999) • Manager, Finance and HR for Hitachi, Japanese IT. (1994-1996) • Manager, Finance and HR for Grupo Clarin, communication holding in Argentina. (1991-1993) • Trainee in accounting firms, including Arthur Andersen • Assistant Professor Managerial Cost Accounting |
| <p>PROFESSIONAL EDUCATION & CERTIFICATIONS</p> | <ul style="list-style-type: none"> • Analytical Psychology C.G. Jung 2022 – ongoing • Emotional Intelligence Certified Coach, ESCI Certification, USA 2019 • Coaching across cultures, Switzerland 2014 • Organisational Constellations, Switzerland 2012-13 • Somatic Coaching Programme, Strozzi, 2008 • Corporate Coach Certification, Coach U, 2007 • MBTI Certification, Oxford Psychological, UK 2005 • Master Certified Coach by ICF – certified since 2004 • Social Psychology, Argentina 2001 • Certified Coach, Newfield Network, USA 2001 • Leadership Programme, Wharton School, USA 1998 • HR Programme, Stanford University, USA 1998 • Certified Public Accountant, Argentina 1991 |

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| COACHING LANGUAGES | <ul style="list-style-type: none">• English (fluent)• Spanish (native)• French (fluent) |
| COACHING LOCATION | Based in the Lake Geneva area and works both physically and virtually with global clients. Flexible to work across a range of online platforms, including MS teams, Zoom, Webex etc. |



Lisa Williams

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| <p>AREAS OF COACHING EXPERTISE</p> | <p>Coaching services are delivered to leaders and managers when they need to:</p> <ul style="list-style-type: none"> • Prepare to take on top-level roles and/or need to develop a global and diverse team including strategic planning for effective delivery. • Build strong relationships, strategic networks, influence new ideas and create a communication strategy. • Inspire, motivate and create a strong sense of collaboration in their teams through a leader as coach style. • Become better equipped to address complex issues faced by a multicultural globally dispersed team coordinate actions and make decisions to reach common goals. • Reorganize workforce and generate more collaboration due to new organizational demands. • Manage transitions and career development, building on existing strengths and talents. |
| <p>EXAMPLES OF RECENT COACHING ASSIGNMENTS</p> | <ul style="list-style-type: none"> • Coach to the Head of Function in a public sector organization. Focus was on flexing communication and relationship style and creating space to think strategically within a demanding context. Result: the team's performance had improved, measured by an unprecedented positive response and average shift of 8% in all his function's opinion survey results. His line manager also reflected a 25% increase in business confidence and influence. • Coach to a senior Director of Service Operations in a global software company. Focus was on increasing personal and functional reputation with global stakeholders, delegation and holding others to account. Result: A huge shift in the perception of the coachee both locally and globally, leading to a promotion. • Coach to a senior lawyer in a biopharmaceutical organization. An incredibly high performer in a fast-paced, results- oriented and leanly populated context who was at risk of burnout. Coaching focused on empowering the business to become more accountable, building a stronger team to delegate to and empower. Result: Increased awareness of personal drivers created a significant shift in delegation to his team who stepped up. The additional space created gave him scope to strategically consider and achieve his next career step. |

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| <p>SUMMARY OF RELEVANT WORK EXPERIENCE</p> | <p>20+ years experience partnering with senior leaders in understanding individual context, culture and needs in order to create coaching interventions which lead to bottom-line team and organizational results as well as personal impact.</p> <ul style="list-style-type: none"> • Public sector: Environment Agency, Natural England, UK Security Service, various Government Agencies. • Private Sector: 3i, Anglo American, Barclays, Beam Suntory, Boehringer Ingelheim, Bonhams, Brita UK, Christies, Clerical Medical Investment Group, CA Technologies, De Beers, Debenhams, Doosan Power, Gilead, Gordon Ramsay Holdings, Guy Carpenter, HBOS plc, Johnson & Johnson, Lions Aravind Institute of Community Ophthalmology, Natural England, QBE, Remedy Games, Sony, SS&C Technologies, STA Travel, Teach First, Ubisoft. <p>Career History includes:</p> <ul style="list-style-type: none"> • Associate and Senior Consultant, Analia Yacot – International Leadership Development (since 2022) • Executive Coach and Leadership Facilitator, Aleox Consulting (2019-present) • Head of Executive Coaching, The Oxford Group, part of City & Guilds Group (2009-2021) • Leadership and Organizational Development Manager, Halifax (HBOS) Banking Group (2001-2008) • Training and Account Manager, Clerical Medical Investment Group (1996-2001) |
| <p>PROFESSIONAL EDUCATION & CERTIFICATIONS</p> | <ul style="list-style-type: none"> • Professional Certified Coach (PCC) – International Coach Federation • Certificate in Coaching Skills – Coaching Development • CIPD Certification in Training Practice • Coach-facilitated 360 • Neuro Linguistic Programming (NLP) • Transactional Analysis • MBTI Step I & II • FIRO Elements • Hogan suite – HDS Development Survey • MVPI (Motives, Values and Preferences Inventory) • HPI (Hogan Personality Inventory) • NEO PI-R (Personality Inventory) • First in Humanities with Literature BA (Hons), Open University (Associated with Bath and York Universities) |
| <p>COACHING LANGUAGES</p> | <ul style="list-style-type: none"> • English |
| <p>COACHING LOCATION</p> | <p>Based in the UK and works both physically and virtually with global clients. Flexible to work across a range of online platforms, including MS teams, Zoom, Webex etc.</p> |