**Curriculum Vitae**

**Personal Information:**

Name : G.R. (Gabby) Staal, male, 1965

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**Summary Coaching & Training Experience**

* Certified Professional Co-Active Coach (CPCC™)
* Certified Organizational & Relationship System Coach (ORSCC™)
* ICF Professional Certified Coach (PCC™)
* Former President of the ICF in The Netherlands
* Pioneer and launching partner of CRR Global (ORSC™) in The Netherlands
* Licensed Facilitator of Team Diagnostic Assessment™
* Licensed Facilitator of The Leadership Circle Profile™
* Experienced Manager (VP Level) over 18 years

Individual coaching:

My actual coaching experience started in 2005. My professional training in individual coaching started the year after. I completed the Core Curriculum and Certification Program Co-Active Coaching. At that time I was one of the first coaches in The Netherlands who earned the title Certified Professional Co-Active Coach (CPCC™).

I am a member and Professional Certified Coach (PCC) of the ICF and I fully subscribe their high standards of Ethics and Regulations.

Besides that I was also a board member of the Dutch Chapter of the ICF (President 2009-2010).

I graduated from The Leadership Profile™ training in the UK. This unique and revolutionary 360-tool measures thoroughly leadership skills and performance and is an excellent tool to deepen the coaching of leaders and managers, which I use on a frequent base with my executive clients.

In June 2008 I graduated from the Co-Active Leadership Program in Barcelona (The Bats)

**Team Coaching & Training**:

Besides individual (executive) coaching I have a strong focus on coaching and facilitating teams and organizations. I have a unique combination of over 16 years of experience working with teams as an executive manager and being a highly qualified and international thought leader in team coaching & training in Europe, regarding the systems approach (ORSC™).

In 2008 I graduated from Team Coaching Intensive Program: an intensive twelve weeks program of Team Coaching International™ (USA). With that I was one of the first and few Europeans licensed as Facilitator of the Team Diagnostic Assessment™; a top class data-driven assessment tool for determining the team’s strengths in fourteen key areas. The assessment builds on the strengths of the team as a system (see also [www.teamcoachinginternational.com](http://www.teamcoachinginternational.com)).

In that same year I graduated from the Core Curriculum of Organizational & Relationship System Coaching (ORSC™) in London; the flagship training of the Center for Right Relationship (CRR Global). CRR Global (USA) is a thought leader in the field of Relation Systems Work. In ORSC™, the coaching shifts from the individuals to the relationship or team self; the team is seen as ‘a living entity’, or the so-called Third Entity™.

One year later I also graduated from the International Certification Program of ORSC™; an eight months intensive practice and study in the ORSC™ model, to create mastery in Relationship Systems Coaching. With the completion I was one of the frontrunners as a Certified Relationship Systems Coach globally (ICF-accredited). Since then I have successfully facilitated many teams and organizations with this groundbreaking method.

Until recently I was also the official Partner of CRR Global/ORSC™ in The Netherlands; I held the license of all (training) products for The Netherlands. Because of the enormous success, I chose to sell the license to the biggest training company in The Netherlands (I’m still involved).

It is my strong belief that facilitating teams should ideally be done by at least two coaches/facilitators; the co-facilitation will leverage the potential of the relationships via the conscious power of pairs. I therefore graduated from The Co-Facilitation Course of CRR Global in Oslo (2008); this training allows the partnership of two trainers/facilitators to access the innate power available from it.

I work with several Co-facilitators, depending on the situation of the client. Due to the enormous amount of international courses over the last couple of years, I have managed to build an extensive international network of qualified/certified coaches and trainers. I am proudly working with partners in Barcelona, Brussels, Dubai, Istanbul, London, Oslo, Paris and Stockholm, all over the USA and the Netherlands.

**Clients**

The current client portfolio of my company - LeaderQuest (est. 2008) - has a (international) wide variety of e.g. entrepreneurs, executives, managers, young talents, coaches and leaders, with a strong focus on improvement, awareness and impact of personal leadership, effective communication & cooperation and high performance in teams.

I have worked with people and teams – of all levels, including board level -from e.g. (not limited) Shell, ING, ABNAMRO, Volkswagen, Carnegie (Sweden), SAP, CSC, Vodafone, Tata Steel, Smurfit Kappa, Kyocera, Tronox, The European Commission (Brussels), St Antonius Hospital and several City managements in NL.

**References**

A wide variety of (international) references available upon request

**Keys of success**

Leadership, Teamwork, Integrity, Trust, Analytical (‘sharp like a razor’), Respect, Quality & Result Driven, Empathy & Compassion, Conscious & Intentional Relationships, Commitment, Passion and Playfulness

**Other Education:**

I hold a Degree in Economics, University of Amsterdam (1993), with major subjects in Business Administration, Financial & Portfolio Management.

**Other Work Experience**

Vice President ABNAMRO Bank, 1993 – 2009 (all in NL, partly part time):

I joined ABNAMRO as a Management Trainee in 1993. After the training period, I worked as a Marketing Manager, Retail Area Manager, Corporate Branch Manager, Credit Analist/Specialist (Food, Agri and Public Sector), Sector-manager Social Housing, MT Public Sector Netherlands, Head of Risk & Insurance Management Public Sector and (interim) Head of Finance Public Sector Netherlands.

Apart from my managerial roles, I have been actively involved with organizational development and change management activities, like reorganizations, leading strategy projects (e.g. in cooperation with Boston Consultancy Group), facilitating leadership journeys, organizing and facilitating internal trainings (both sales and credit). I have also initiated and co-founded an internal coaching network of qualified professional coaches. The work of developing people and teams was much more fulfilling to me than banking per se. I therefore choose to leave the organization and start my own business.

**Skills & Qualifications**

Languages: Fluent English and Dutch. German and French intermediate (not in coaching)

Qualified Speaker for SBO (an organization for cooperation Corporate & Public Sector in The Netherlands)

A great capacity to balance left-brain and right brain activities (combine the Being and Doing)

**Interests, Activities and Other**

Reserve Officer Dutch Army, 1987

Founder and President Finance Association Amsterdam (now [www.FSA.nl](http://www.FSA.nl)), 1992

Board Member St Nijverheid & Handel Gelderse Vallei The Netherlands ([www.nmnh.nl](http://www.nmnh.nl)), 2000

Leader Dutch Co-Active Community (a community for coaches trained in Co-Active Coaching), 2009

Member of the Lions Club International in Rhenen, The Netherlands. Member since 1999, several years as a board member, including treasurer and president.

Board Member, treasurer, of VPCO, 2008 - present (a combination of two elementary schools in Rhenen, The Netherlands)

Board member of the International Coach Federation, Chapter The Netherlands (President 2009-2010)

**Chairman Non-Executive Supervisory Board member of RWs (a Social Housing cooperation), since 2010**

Sports (run several international marathons, Roparun, long distance speed skating- The Elf Stedentochten, mountain-biking, soccer, fitness)

Practicing Zen-meditation (training 2008 – 2009)

Happily married over 16 years, enjoying our three wonderful kids