

ALISON MACKAY



OVERVIEW

Alison is an executive coach (working with individuals and teams), leadership development consultant and international speaker. She has significant commercial experience (with organisations such as Goldman Sachs) and is both pragmatic and action-oriented in her approach. Her areas of expertise are executive impact, relationship management, enabling high performing teams and managing change and transition.

In coaching relationships, Alison helps her clients to build greater self-awareness, operate from a position of strength and create observable behaviour change. Her coaching style one of insightful and challenging questions together with supportive and reflective feedback to understand emotions, values, beliefs and behaviours and to drive positive change.

COACHING APPROACH

Alison believes in harnessing the full power of our brains and uses the latest neuroscience tools which give her clients new insights into how to manage their thought processes and behaviours. She uses a strength-based approach and weaves emotional intelligence and neuro-linguistic techniques throughout her work. She is positive, pragmatic and results-focused in helping clients achieve their potential for long-lasting personal and business success.

BACKGROUND

Throughout her career, Alison has focused on helping leaders develop high performance behaviours in complex global businesses. She has more than twenty-five years of operational experience in the professional services industry where she held a number of senior human resources roles. Her management and leadership roles focused on building, integrating and facilitating global teams to achieve exceptional business performance.

Alison's experience extends across a broad range of industries including financial and professional services, the media and public sector. She works internationally and has particular experience of Asia and the Middle East.

COACHING AREAS OF EXPERTISE

Alison's areas of expertise are

- Executive presence and impact – enabling individuals to develop strong personal presence and gravitas and deliver messages with maximum impact
- Relationship management – facilitating the development of strong personal relationships with stakeholders, managers, peers, teams and clients
- Managing change and transition – ensuring focus on proactively managing changing roles and environments
- Enabling high performing teams – working with teams to develop strong and supportive team behaviours, collaborative ways of working and alignment on goals.

Additionally, Alison facilitates leadership programmes including helping leaders understand inclusive behaviours and become culturally agile. She also runs women's leadership programmes in Europe, India and the Middle East covering strategic networking, power, brand, self-belief, presence and gravitas.

REPRESENTATIVE COACHING ENGAGEMENTS

- FS leadership team - enabling the team to discover their identity and clarify their goals, develop strong working relationships and engage and motivate their teams.

- Global IT team of a public body - to lead their teams and the business through a business transformation initiative and migrating to a new IT platform
- Human Resources Director of a FTSE 100 - to develop strong personal relationships with managers and peers
- Director of a global professional services firm - to develop leadership capability and prepare for promotion.

TYPES OF CLIENTS COACHED

- Managers
- Executive Directors
- C-Suite Executives

REPRESENTATIVE CLIENTS

- Barclays
- Ernst & Young
- NHS
- NCB Capital
- Baker Hughes
- AXA PPP
- JLT
- The British Council
- Schilling

EDUCATION & QUALIFICATIONS

- Chartered Fellow of the Institute of Personnel and Development (the CIPD)
- Qualified executive coach
- Qualified NLP Practitioner and Hypnotherapist
- First Class BSc (Hons) in Psychology from Goldsmith's College, University of London.

PROFESSIONAL DEVELOPMENT & SUPERVISION

- Alison keeps up-to-date with the latest neuroscience and behavioural research and ensures her clients benefit from new tools and techniques
- She undergoes regular supervision to stretch and challenge herself within her coaching practice.

PROFESSIONAL AFFILIATIONS

- Member of the Institute of Neuroscience
- Member of the International Coaching Federation Council (ICF).

CLIENT TESTIMONIALS

"Alison asks insightful questions that I would not naturally ask myself and has more than one way of approaching an issue. She always helps me find a solution that resonates." **Vice President, Financial Services**

"Alison displays a great sense of calm and have an ability to create a 'safe space' very quickly... skilled at challenging in what feels like a 'non challenging and without judgement way'... In short, a very special gift." **Management Team, Public Body**