

ATHOLL DUNCAN - UK



OVERVIEW

Atholl is a veteran of the corporate world who has now become a highly respected and powerful executive coach. He brings to the table years of real-life experience in the heat of the boardroom and on the front line of transforming organisations. He is the Chair of UK Coaching; the Chair of the performance and technology business Black Isle Group; and the Chair of Salmon Scotland, which is the UK's biggest food exporter.. He has an executive education from Harvard and Insead. He works with CEOs, Chairs, and emerging leaders - helping them to navigate the complex and challenging issues which they face in the post pandemic world. He has worked extensively internationally. He is expert in coaching in situations involving transformation, group dynamics, conflict, and influence. He is the author of "Leaders in Lockdown" which charts the experiences of 28 global business leaders during the pandemic. The book was shortlisted for "Business Book of the Year" in 2021.

COACHING APPROACH

Atholl is an INSEAD trained coach, currently working with clients in the Middle East, Europe and USA. He seeks to identify and shift the blockers which are stopping clients from moving to the next level. His coaching techniques mix theory and insight with real life experience from the hothouse of the boardroom. He is qualified in assessing and coaching clients using Hogan psychometric assessments. He is also highly skilled in coaching clients on their personal impact, brand, and gravitas. He specialises in helping senior leaders become more inspiring and motivational in their communications and presentations. Being coached by Atholl has been described as a rich blend where "been there and done it" meets wise counsel and insight. Atholl observes "success or failure often pivots on how **you** choose to behave."

BACKGROUND

- Atholl's recent clients include the COO of the one of the world's largest insurance companies; an executive director of one of the world's leading sovereign wealth funds; emerging leaders in the finance sector; the CEO of a technology focussed private equity fund; and the CEO of a FTSE 250 investment trust.
- He also works as a board advisor and has recently been helping a global brand in drinks and hospitality to improve the effectiveness of their subsidiary company boards.
- He is the co-owner of a performance and technology business which aims to change the way we do change by focussing on the everyday actions which teams need to take to move towards their long-term goals.
- In his executive career Atholl was a senior exec in the BBC for many years. He was an executive director in one of the UK's largest utility companies and a leader in one of the world's leading professional bodies for Chartered Accountants.
- From 2014 to 2021 he sat on the board of the British Horseracing Authority – the governing and regulatory body for the sport in the UK and was the interim chair from 2018 to 2019.
- His family are entrepreneurs running several businesses including interior design, holiday accommodation and web design and social media.
- Based in the UK, he has worked with clients in the Middle East, Europe, Asia, and the US consistently over the past decade.

COACHING AREAS OF EXPERTISE

- Strategies for moving to the next level
- Building personal brand
- Developing gravitas and presence.
- Advanced emotional intelligence
- Transforming personal impact
- Self-confidence and motivation

- Executive resilience
- Coping with ambiguity and uncertainty
- Leadership transitions
- Developing leadership style
- Organisational politics
- Influencing in complex organisations
- Influencing stakeholders
- Career trajectory and legacy
- Building strong, trusted relationships
- Managing transitions and leading change
- Authenticity
- Finding meaning and purpose
- Conflict resolution
- Executive presence
- Building self-awareness
- Interpersonal & Communication skills
- Effective delegation and time management
- Motivation
- Innovation
- Presentation skills
- Storytelling and speech writing

REPRESENTATIVE COACHING ENGAGEMENTS

- Mubadala
- Chubb
- Nat West
- Experian
- Abu Dhabi Investment Council
- AXA
- Oracle
- Invesco

TYPES OF CLIENTS COACHED

- Chairs
- CEOs
- CFOs
- Executive directors
- High potentials
- Next generational leaders

EDUCATION & QUALIFICATIONS

- Leadership Education at Harvard, Insead, and Cranfield.
- Insead Executive Coaching Certificate.
- Hogan qualified psychometric assessor
- Advanced presentational skills
- Financial leadership at Cranfield.

PROFESSIONAL DEVELOPMENT & SUPERVISION

Atholl is supervised by a cohort from Insead. His coaching cases are anonymised, and he receives challenge, advice, support and independent supervision on the conduct and progress of coaching cases on an ongoing basis.

PROFESSIONAL AFFILIATIONS

- Insead Coaching Certificate
- Global Insead Coaching Community
- European Association of Communications Directors

TESTIMONIALS

“Atholl is an engaging individual. He has great listening skills. He is empathetic, diplomatic, encouraging and an excellent communicator. He has a great ability to earn trust.” **Ian Steele, Chairman Iomart PLC and former Deloitte senior partner.**

“Atholl has real world experience and "street smarts" which make him extremely practical and easy to work with. He has an ability to spot talent and engage them effectively which helps produce good results for the organization. I would be pleased to work with him again.” **Graham Russell, BPO Director at WPP Group, New York.**

“The experience that Atholl brings from a senior management level coupled with enthusiasm to deliver results is invaluable and makes a real difference.” **Sonya Ghobrial former Head of Investor Relations Heineken and CEO of Clear Giraffe.**