



Innovative Relationships; Deeper Insight; Inclusive Awareness

Ian L. J. Reid MSc



Ian is an accredited Masters Executive Coach who specialises in supporting senior leaders and emerging executives in developing better relationships and self-insight. Most of his work is focused on helping individuals in transition - moving in or out of new roles, business areas or organisations.

Ian combines his diverse commercial experience with his coaching, mediation and performance training. He helps his clients to understand their relationships, networks, and environments for better business outcomes. Ian works relationally with his clients to model and make meaning of their challenges and change together.

He also shares his experience through "Coaching for Coaches" supervision, working with individuals and groups of internal organisational coaches to embed coaching, relationship and mediation skills in leadership.

Ian has over 30 years' experience of working in customer-led, large, and complex organisations on their strategic performance. He has worked with individuals and organisations in the Consumer, Diplomatic, Manufacturing, NGO, Pharma and Consulting sectors. Ian's last permanent role was with Roche Pharma, working for 10 years on organisational performance and development, supporting individual transition, and leading worldwide performance programmes with senior and emerging leaders.

Specific experience of coaching

Ian's recent coaching work includes helping:

- An experienced leader in Consumer Goods to transition his relationship skills and business acumen from an established regional leader into a Senior VP role.
- Coaching individual emerging leaders in an International consultancy to develop into Global Project Leadership.
- A C-level executive to bring his beliefs and values in an interconnected relationship-based environment into wider business implementation.
- A high potential NGO leader refocussing his leadership team, to achieve a deeper organisational sense of humanitarian and philanthropic purpose.
- A country Ambassador to establish herself in a new pan-regional role, through turbulent internal and external political changes.
- A governing body set up a regional Coaching Supervision Framework for internal and external coaches

Qualifications

Ian holds an MSc in Executive Coaching and vocational qualifications in Mediation, Leadership, Performance Management and Strategy. He is a member of the European Mentoring and Coaching Council (EMCC), British Psychological Society (BPS) Coaching Group, and the UK Civil Mediation Council (CMC). Ian participates in the Ashridge Coaching and Organisational Supervision programme, and leads the mentoring programme for the Ashridge MSc in Executive Coaching.

My approach to coaching

"I believe that any high-challenge best succeeds when coupled with high-support - and this is what I offer through my relational coaching partnerships with clients. They bring their concerns and issues, we explore different perspectives together and model their effective outcomes. My coaching and mediation support enables a deeper self-awareness for the client, making an impactful and authoritative difference for them - in their relationships, choices and decisions."

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