

STEVEN PARKER



OVERVIEW

Steven has a broad career in leadership roles – from strategy, to marketing, product innovation and general management. He specialises in supporting executives in transition – particularly when moving to larger roles or when developing their team and stakeholder management skills in existing roles. Steven enjoys helping people grow and find their potential and “true voice”. Along with a coaching and mentoring portfolio, he stays actively involved in current business issues, helping lead a fintech start-up and doing advisory work for various commercial Boards. He also mentors on women and BAME leadership programmes.

COACHING APPROACH

As a coach and advisor to individuals and businesses, Steven uses his deep and varied experience across the commercial and professional services sectors, to bring fresh and challenging perspectives. Having worked in organisations both large and small around the world, he is able to help people navigate through complex, cross-cultural challenges. He works with leaders in large corporates and public service organisations, as well as with growth companies.

As a coach, Steven’s passion is to help others through their own journeys of change and to help organisations through transformation, particularly within fast-moving or technology-driven environments. Steven’s approach is the use of constructive challenge, together with compassion and reflection, as ways to enable his clients and to build self-awareness, overcome self-limiting beliefs and be the best that they can be.

BACKGROUND

Steven has lived and worked around the world in businesses as diverse as innovation and technology (Experian, Visa); financial services (Standard Chartered, HSBC); strategic consulting (Booz-Allen), and hospitality (IHG). Having led organisations in roles such as General Manager, Head of Marketing, Head of Products & Innovation and Head of Strategy, he understands the complexity of working with internal and external stakeholders (across global and international boundaries), as well as managing staff, internal stakeholders, commercial partners and regulators, in order to achieve organisational and personal goals. The common thread is that he was brought in by individuals and organisations who wanted change and new ways of thinking. His success has been based on working broadly and collaboratively in ways that are based on wide experience but tailored to the client’s needs and background.

COACHING AREAS OF EXPERTISE

- Helping high-potential or senior leaders start or step up into new roles
- Managing self-limiting beliefs, so as to have leadership impact in authentic, personal ways
- Managing crises or unexpected challenges and business transformation
- Working with emotional regulation, mental wellness and personal resilience
- Deepening understanding of personal purpose and “brand”

LEVELS WITHIN CLIENT COACHED

- Board Members / CEO
- Global Head of Quality / Operations
- Group Finance Director
- Group Marketing Director
- Chief Technology Officer
- Regional Heads of Marketing / Operations & Technology / Human Resources
- VP Change / Business Development
- Head of Diversity & Inclusion

REPRESENTATIVE COACHING ENGAGEMENTS

- Regional Marketing / Operations and Technology Directors – helping them step up to managing much larger teams and a wider selection of stakeholders, frequently across multiple geographies.
- CFO of a large national health entity charged with digital transformation of its sector. He needed to increase his impact with stakeholders, as his organisation significantly shifted its role.
- Biotech Technical Director – with a changing role in a scaling up organisation, the Director needed to look at her own strengths and weaknesses as a leader and learn new behaviours.
- Head of Diversity & Inclusion - as a newly created role, helping them drive sustainable change within their organisation.

REPRESENTATIVE CLIENTS

- AIG
- Achilles Therapeutics
- American Express
- Clifford Chance
- Diageo
- Experian
- Harrods
- London Business School
- NESTA
- NHS Digital
- Sainsbury's
- Thermo Fisher

EDUCATION AND QUALIFICATIONS

- MSc. Executive Coaching, Ashridge-Hult Business School, UK
- EMCC Senior Practitioner accreditation
- Diploma Transactional Analysis Psychotherapy (Years 1-2), Metanoia Institute, UK
- Certificate – Coaching, Academy of Executive Coaching, UK
- Certificate – Systemic Team Coaching, Academy of Executive Coaching, UK
- Fellow / Chartered Director, Institute of Directors, UK
- MBA, INSEAD Business School, France
- MA Modern Languages (French) and Philosophy, Oxford University, UK

LANGUAGES

- English
- French (fluent)
- Russian / Spanish (basic)

PROFESSIONAL AFFILIATIONS

- Association for Coaching – Associate
- EMCC – Senior Practitioner
- Institute of Directors - Fellow / Chartered Director

PSYCHOMETRIC & DIAGNOSTIC TOOLS

- FIRO-B; Schein Career Inventory; TA Behavioural Drivers; PROPHET (team); Team Coaching 360

CLIENT TESTIMONIALS

*“Steven was instrumental in supporting me through a promotion into Board leadership. He has a manner that instantly made me feel that I could trust him, listened to my stories and helped me identify insights. I highly recommend him as a coach or mentor.” - **Operating Board Member***

*“Steven is open and trustworthy, but also challenging, and I felt very comfortable sharing my issues with him during a time of significant personal and team change.” - **CEO, Entrepreneur***

*“Steven is an excellent coach and mentor and guided me through how I could improve my success at work and with my colleagues and business partners.” **Regional Head of Operations & Technology***

*“My approach at work has been transformed with Steven’s support and even my colleagues have commented on the difference and how I have been able to become much more impactful.” - **CFO***