

THOBY SOLHEIM



OVERVIEW

Thoby is a full time WABC Certified Business Coach™ (CBC™) who draws on his own experience of nearly 20 years in investment banking including building and leading an international sales and trading team as a Divisional Director. He seeks to champion, support and gently challenge his clients in pursuit of their goals, and coaches typically in financial services, law and industry around purpose, leadership, transition, career and work/life harmony.

Thoby started his career as an emerging markets sales trader in London, rising to a Divisional Director, Head of Sales & Trading and MANCO member. He has been fortunate to have worked with two of the number one rated global teams for product, and to have built a third globally rated team from the ground up. He has worked all his career facing some of the most aggressive customers in business in high performing teams in demanding corporates: roles that encompassed leadership, sales, trading, research, advisory, risk, business development, technology, regulation and embracing diversity.

His clients would describe him as a great listener, strong on action and accountability, highly experienced in the demands of a high-performing corporate, and able to manage the needs of the coachee and the business.

COACHING APPROACH

As an executive coach with a strong track record in corporate and a Masters in Management Coaching, Thoby's passion lies in the arena of professional self-development and performance. Not wedded to any one model, his coaching perspectives are:

1. Centred around creating a boundaryless "Time to Think" (co-creating a secure environment to ignite thinking)
2. Solutions-focused (as opposed to problem focused)
3. Neuroscientific (using neuroscientific insights to assist with behaviour change)
4. Self-development focused: (helping cultivate self-awareness and responsibility as agents of change)
5. Results focused (being able to manage the needs of the organisation and its professionals during the coaching process)

BACKGROUND

- 6 years Executive Coach
- 5 years Investment Banking Manco member
- 7 years Head of Equities Sales and Trading
- 11 years Equities Sales Trader

COACHING AREAS OF EXPERTISE

- Transition
- Resilience
- Sales
- Leadership
- Performance
- Self-development

REPRESENTATIVE COACHING ENGAGEMENTS

Thoby has coached at all levels in business from board to junior sales in large listed corporate and SMEs across many sectors. The length of engagement has varied from six months to four years, the most common being 6 months. Thoby has some experience coaching teams, though his most frequent work has been with senior managers, directors and managing directors.

TYPES OF CLIENTS COACHED

- Board
- Senior Executive
- Senior Management
- Middle Management

REPRESENTATIVE CLIENTS

- Royal Bank of Scotland (Financial Services UK)
- Dechert LLP (Law, UK)
- Maersk, Safmarine (Shipping Global)
- Rand Merchant Bank (Financial Services RSA)

- ABSA & Rand Merchant Bank (Financial Services RSA)
- Black Onyx (Financial Services, RSA)
- Distell (Drinks RSA)
- Epping Industrial Supplies (SME RSA)
- 1 Crown Office Row (Law, UK)
- Mazars (Accountancy, RSA)
- Mergeance (Investment Management RSA)
- Mulitchoice Africa (Entertainment pan-Africa)
- PPS (Investment Management RSA)
- The Water Delivery Company (SME UK)
- University of Stellenbosch (Academia RSA)

EDUCATION

&

QUALIFICATIONS

- MPhil First Class in Management Coaching GSB University of Stellenbosch (2014 - 2015)
- MPhil research thesis: "Recovery Coaching for Professionals" voted top Masters' thesis in the University 2015
- MA Cambridge University (1996)
- BA (Hons) Cambridge University (History 2.1, 1992)

PROFESSIONAL DEVELOPMENT & SUPERVISION

- WABC Certified Business Coach™ (CBC™) (2019)
- Thomas PPA International Practitioner (2019)
- Fast Track Corporate Coach International Programme RTC Leadership & Coaching (2019)
- Certified Neurozone Coach (2018)
- Time to Think Coach (2017)
- Recovery & Wellness Coach U-ACT (2014)
- Psychology of Eating Coach IPE (2013)
- Thoby receives regular coach supervision

PROFESSIONAL AFFILIATIONS

- World Association of Business Coaches (Professional member – WABC CBC – Certified Business Coach)

PSYCHOMETRIC & DIAGNOSTIC TOOLS

Thoby is a Thomas PPA International Practitioner which allows him to deploy the Thomas behavioural assessments. He has also completed the training as a Neurozone Certified Coach & Business Associate. This allows him to use the Neurozone FourCore assessment as a tool when appropriate for coachees. It is a neuroscientific-grounded assessment tool that seeks through analysis of capacity for resilience, self-leadership, innovation and creativity to help coachees work with their coach to optimise brain/body performance. For more please see: www.neurozone.com/

CLIENT TESTIMONIALS

"I am a partner at Mazars for just under 2 years. I have been part of the Mazars Partner Coaching Programme with Thoby Solheim for approximately 18 months. This coaching programme has been one of the best programmes I have been on. It has been very supportive for my growth and professional effectiveness. Thoby created a very positive atmosphere in which I felt comfortable in that I could speak honestly about my current role within the firm as well as my ambitions going forward. Thoby assisted me with my personal goals as well as structured thinking in not only improving myself in the business, but also assisting in the development of my team. My sessions with Thoby resulted in inspired and focused thinking on aspects which I used to generate more business for my division. I would highly recommend Thoby as a coach in any coaching programme. Should any party would like to contact me directly, they are more than welcome to contact me." **Johan Marais, Partner, Mazars**