



# Stefan Powell

**Executive Performance Coach - Helping good people lead great things**

I'm Stefan, an Executive Coach, Facilitator, Consultant and Senior Leader, with a 20 year track record of success in delivering performance and change and developing leaders and their teams at the highest level.

In 2017; whilst overseeing a third of the UK for one of the worlds major banks (approx 7000 employees and 5 million customers) I made the decision to spend more time with my family and I left the corporate world behind. 6 months later, I opened, The Freshwater Coffee House — recently named in the top 5 coffee houses in the UK via Tripadvisor reviews.

I've always thrived on helping others to identify and implement change and in lockdown 1, after a period of nearly 5 years away from the corporate arena, I returned to my first passion, Executive Coaching and Facilitation.

Trained at the age of 24 in pure facilitation (think blank sheet of paper for an agenda and two days to bring a group of people together) and leadership coaching (before I'd led and managed myself), I see my role as accelerating the development of individual and collective capability.

## **Specialist Areas Of Coaching**

Working 1-1 and with groups, I have facilitated leadership development centres, team away days, team builds and assessment centres for organisations seeking to win contracts which have included demonstrating teamwork and collaboration at the highest level.

Equally comfortable to step in and guide, give feedback and examples to help a group move forward, as I am to ask an insightful question - I do what needs to be done to create change.

My facilitation and coaching is based upon what works in practice and spans expertise including leadership, teamwork, business development, customer experience, strategic and operational implementation.

## Code of ethics

Stefan operates in accordance with the Association for coaching's - Code of Ethics and Good Practice for ethical, competent and effective practice.

## Memberships and Certifications

Memberships and Certifications	Additional Coach Training
<ul style="list-style-type: none"><li>• Association for Coaching – Full Member Status (MAC)</li><li>• NLP Coaching Practitioner (IBPDA)</li><li>• NLP Practitioner (IBPDA)</li><li>• NLP Diploma (IBPDA)</li><li>• Thinking Partnership</li></ul>	<ul style="list-style-type: none"><li>• High Performance Business Coaching: Nurturing Unconscious Talent Specialists Ltd;</li><li>• Enhancing Performance – Coaching: The Solutions Focused Approach;</li><li>• One Best Way – Coaching &amp; Performance Management: Intouch Consulting Ltd;</li></ul>

## Client List

Here are a sample of organisations and sectors in which Stefan has delivered coaching:

Corporates & Organisations	Example Coachees/Teams
<ul style="list-style-type: none"><li>o Corporates &amp; Organisations</li><li>o DEFRA</li><li>o DASA; DSTL</li><li>o GDS</li><li>o Food Drink Europe (Brussels).</li><li>o Rud Pederson (Brussels)</li><li>o Schuttelaar &amp; Partners (Brussels)<ul style="list-style-type: none"><li>o Nationwide Building Society</li></ul></li><li>o NFU Mutual</li><li>o Friends of the Earth</li><li>o Santander</li><li>o Balfour Beatty</li><li>o Co-operative Bank</li><li>o Birmingham City University</li><li>o Phoebus Software Ltd</li></ul>	<ul style="list-style-type: none"><li>o Global CEO &amp; Board</li><li>o Managing Director &amp; Leads</li><li>o Sales &amp; Ops Director &amp; Leads</li><li>o Director of Strategic Comms, Public Affairs and ESG</li><li>o Managing Partner</li><li>o Head of Governance, Assurance &amp; Risk</li><li>o National Commercial Sales Manager</li><li>o UK Risk and Continuity Manager</li><li>o Organisation Founder and Chairperson</li><li>o Regional Director and Leadership Team</li><li>o MD Insurance and Mortgage</li></ul>

## **Example Coaching Assignments**

- CEO - to explore and solidify personal ambitions and in turn address organisational direction and board appointments.
- Managing Director - to enhance work life balance clarify, organise thoughts and define a strategy for delivering cultural change with, and through, the senior leadership team.
- Head of — to identify opportunities for more strategic leadership and to gain greater levels of engagement and performance from the directorate.

## **Example Facilitation Assignments**

- Multiple leadership development and team working facilitated sessions over a 4 year period developing the entire retail leadership team for Santander UK
- Running tender assessment centres for Balfour Beatty - developing teamwork and collaboration through facilitation, feedback and one to one coaching; preparing leads and their teams for collaborative assessment centres
- Away days for DSTL/DASA developing multi team alignment to mission and vision including aligned purpose, strategy and goals and behavioural contracting.

## **Sample Testimonials**

"Across 2021 and into 2022, Stefan supported us as a coach and facilitator through 1:1 and Team coaching at a significant period in the evolution of our organisation. The maximising of our global client base meant creating an exciting strategy for further international growth (including the onboarding a new UK, MD well as new senior team members). This required an evaluation of our strengths and opportunities as a senior team. I have no hesitation in recommending Stefan as a coach, facilitator or indeed mentor, at any level and to any organisation, department or team looking to embrace change"

**CEO of Global Consulting Business - References available**

"Stefan is a thought provoking and insightful coach. His ability to read and analyse behaviours is outstanding. The impact of his time with me has helped me trust my structured and logical approach as a coach. Stefan's ability to facilitate thought processes is excellent and I wouldn't hesitate in recommending him to any business requiring progressive performance through quality coaching".

**Ehsan Kiani – VP Head of Retail Banking at Habib Bank AG Zurich**

“I had the huge pleasure of working with Stefan over 10 fortnightly coaching sessions to help me establish myself in a new and very challenging senior leadership role. Stefan created a perfect balance of safety and challenge from the start, so that I was able to start learning and making progress from the first conversation. His unique combination of warmth, care, skill, wisdom, humour and compassion shine through and make him a joy to work with. He somehow knows exactly when to stop and when to push you a bit further, and has an incredible knack of asking simple but really insightful questions — some of them stuck with me for months and completely changed the way I was thinking about the challenges I was working through. All in all, he was brilliant and I'd recommend him to anyone without hesitation”

**Janet Hughes – Programme Director for Future Farming & Countryside at DEFRA**

“(Stefan is ) ...extremely skilled and talented in drawing out your thoughts without leading them. The result was a great deal of clarification on the issue I was facing, which I have since started to resolve. Stefan was also a really excellent facilitator in the Common Purpose sessions: good, open-minded, fair facilitation is quite rare and he provided it well. So I can recommend him for his facilitation skills, his coaching and his quietly values-led approach to his work”.

**Karen Leach - Strategic Development Manager at Friends of The Earth**

“Stefan has been a trusted advisor and coach as I reset the ambition of my team and bring my leadership team closer together. During lockdown, we went through a rapid period of growth, which meant we focussed near term rather than strategically; I needed to change that in a meaningful way. Stefan's approach and facilitation required vulnerability and honesty which was a little uncomfortable but I cannot overstate the change it has engendered in the team in just 8 weeks. There is a buzz, people have connected, committed and got on with the job in hand. That is the value of Stefan supporting leaders and their teams”

**Stacey Crump - Partnership & Impact Lead - Defence & Security  
Accelerator DSTL/DASA**

“Stefan has been fundamental in helping bring about cultural and behavioural change in the leadership population. As a coach and facilitator, Stefan can prompt real and lasting behavioural change in teams in a way which is engaging, thought provoking and creates energised, customer focused conversations. His positivity, engagement, and ability to relate to people at all levels, seems to bring out the very best in teams, creating a strong desire to change and improve”.

**Paul Waters - Future Forward Implementation Manager at Santander UK**

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**Stefan Powell - Executive Coach, Senior Leader, Artist and Head Barista**  
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