

# Martin Down BA, FCIPD, FIBC



## Overview

- Professionally qualified Executive Coach, Coach Supervisor, Facilitator, Organisational Change Consultant
- Established track record of coaching Senior Executives from different professions, industries, sectors - private and public (700+hrs in 4 years)
- Expertise in Transformational Change, Leadership, People and Behavioural Change, Conflict Management.
- Founder & Managing Director of *The Executive Coaching Partnership Ltd*, which provides coaching and consulting to support organisational/ personal change.
- Coach/Tutor with the London Business School
- Maturity of experience not to make assumptions but works with clients to understand their issues
- Familiar with confronting personal change through participating in challenging events, including the world's largest trans-ocean sailing event.

## Organisation Experience

- **20+ years management and consulting experience** with leading PLC's, Public Sector organisations and consultancies, including Cap Gemini, a leading global consultancy in business transformation.
- **International experience** from working with multinational PLC's, delivering consulting/coaching in different countries (USA, Asia, Netherlands, Hungary, Croatia, Austria, Sweden, Switzerland).

## Key Differentiators

- **High standards of professional accreditation and ethics** - Accredited through APECS – the top professional body for fully qualified Executive Coaches, trained as a Coach Supervisor, committed to regular supervision to ensure best value for the client, Fellow Institute of Business Consulting
- **Understanding of Business, Transformational Change and Psychology** - Combining an understanding of how organisations change through people and how people change. This is a key differentiator from coaches from a psychology or learning background, whose primary focus is person-centred or functional experts who act more as mentor/experts.
- **Systemic perspective** - building on experience as a coach and organisational consultant to address the linked needs of the person, team and organisation to deliver better outcomes.
- **Flexible approach** - tailoring process to client context and purpose, applying different perspectives to support Executives address tough challenges and generate fresh insights to deliver effective leadership and change.

## Examples of work

### Executive 1:1 Coaching

- Coaching members of top 250 Executive team of global organisation as part of Leadership Programme focusing on improving collaborative leadership and leadership through others
- Coaching Managing Director of major PLC to support transition to new role
- Coaching Senior Executives of organisation as part of high flyer programme to assist Director succession and business growth

### Top Team Effectiveness

- Facilitating a series of Executive Team Away Day (UK, USA, China, Netherlands) with a large international organisation to improve the way they work as a team.

### Leadership of Change

- Assisting top 60 leaders of global business to build team leadership alignment to implement major change and reposition the business and its services worldwide.

## Martin Down BA, FCIPD, FIBC

Lark Hill, Wield Road, Medstead, Alton, Hants GU34 5NJ

T: +44 (0) 1420 550334, Mobile: +44 (0) 7880 726198

martindown@executivecoachingpartnership.com | www.executivecoachingpartnership.com

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Registered office: The White House, 2 Meadrow, Godalming, Surrey GU7 3HN

- Running a series of leadership development workshops for a group of country managers (Croatia, Hungary, Austria and Hungary) to develop their skill in strategic leadership and business planning
- Conducting a leadership away day for a global PLC to assist a senior leadership team define the change impact and leadership that will best support post- merger integration

#### Engagement and Communication

- Assisting new government agency create a communication plan to support role out of the new organisation and review the structure, roles and capabilities to implement the plan.
- Mentoring newly appointed Executives ( Middle East) to create a Communication and Engagement plan to support transformational change

#### Transformational Change

- Preparing Executive Board of Manufacturing Organisation to cascade major change involving restructuring, headcount reduction, relocation and changes in operating practices.
- Developing a people and change plan to improve the client services for a large Financial Services organisation

#### Client Comments

*'Stimulating and challenging', 'Showed great commitment to me', 'Enabled me to generate excellent insights', , 'Helped me make a good start in my new job', 'Gave us a structured process for reviewing the way we work as a team', 'Very supportive, paced well, gave us time to explore issues', 'Engaged well with the team'*

#### Contribution to the Profession of Coaching

Articles in Coaching at Work on *Lessons in Change* (06/06), *Coaching Conflict* (04/07), *Viewpoint - Coaching Leaders in times of Uncertainty* (05/10)

Presented paper on *Ethical Finance Consultation* at St George's House Windsor Castle (11/09)

Co - author/presenter on *Leadership of Turbulence* at Drucker conference in Vienna (11/09) – 1 of 10 papers selected

Member of subgroup focusing on coach selection/engagement at Global Convention for Coaching (07/08 & 7/09)

#### Education and Affiliations

- BA (Hons) Anthropology, Durham University
- APECS Accredited Executive Coach and trained Coach Supervisor
- Fellow: Institute of Business Consulting, Chartered Institute of Personnel & Development, Royal Society of Arts.
- Member Worshipful Company of Management Consultants
- Accreditations: Worldview 9 Conversations in Leadership Facilitator, NEO (PI-R)™ Personality Indicator, Leadership Styles Inventory, Emotional Intelligence, Executive Team Effectiveness, Torbert Action Inquiry Leadership Development Profile, Profilor™ Leadership Assessment. Belbin Team Roles, Work Interests Schedule
- Specialist training in conflict management, decision-making and team engagement developed from process-oriented psychology.



Martin Down is an APECS Accredited Executive Coach



#### Contact

[martindown@executivecoachingpartnership.com](mailto:martindown@executivecoachingpartnership.com)

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