

## Steve Wigzell

“For leaders, personal and organisational performance are directly related. One causes the other.”

Power is given, influence is earned. Leaders are sometimes reticent to use the former and find it hard to win the latter. Yet the exercise of both power and influence is needed to gain support for themselves and their ideas, keep others on-side and make things happen. Most of my coaching is about helping talented clients get this right.



### Experience

I work best with people who want to make a difference and have the scope to do so. My job is to help them succeed. I have worked with more than 150 executives in the private and public sectors. Their ages range from late 20's to mid 50's, their roles from CEO to high-potential senior managers, including most functional and leadership roles in between. My coaching style generates energy that clients channel into creative thinking and action, as experience shows that the more clients practice, the better they get.

Examples of recent assignments include:

- With CEO's - building successful relationships with the Chairman, the Board and other key stakeholders
- With people promoted into new roles and new external hires - how to make a strong and confident start, set the agenda and avoid pitfalls
- With clients picking up new assignments abroad - how to gain and retain support locally and at the corporate centre
- With clients who want to get more from their Board and top team - ways of creating more energy, focusing on priorities and dealing with dysfunctional behaviour
- With clients who want to think through what they might do next - generating, exploring and considering options
- With clients who feel their hands are tied – taking control of their situations
- With clients who want to re-balance their lives - help to do just that

Because the coaching relationship is completely confidential, it provides a space in which clients can think aloud and seek constructive challenge. Many clients use me as a sounding board for that reason. As a result of the confidence and trust that is built between us, clients sometimes invite me to conduct board effectiveness reviews and facilitate their top teams as they engage on strategic challenges.

At a personal level, I'm married with three young adult children. They, together with dogs, horses, a small flock of sheep and a few acres keep me busy out of work. We also spend time in Switzerland, where we have a second home.

### Professional Expertise

Steve is a founding Partner of Praesta Partners LLP and a member of its Management Group. He holds a Master Coach accreditation from Middlesex University. In his corporate career, he led strategic agendas in companies renowned for their professional approach to management and leadership. He has been a group executive director of a \$5bn international insurance company, a non-executive director and Chairman of a venture-capital backed technology business and has worked at company, corporate centre and industry level.

### Education, Qualifications, Professional Positions

B.Sc (Social Sciences)

Associate of the Chartered Institute of Management Accountants (ACMA)

Master Coach accreditation, Middlesex University

Co-author of "Are You Managing?"

### Selected Client Companies

ABF  
 The Anchor Trust  
 The British Library  
 Catlin Group PLC  
 Deutsche Bank  
 everything everywhere  
 General Healthcare Group  
 Google  
 Great Western Hospitals  
 NHS Foundation Trust  
 Imperial Tobacco Group PLC  
 L&G PLC  
 Mitchells and Butlers PLC  
 Royal Bank of Scotland Group PLC  
 RWE Npower  
 St James's Place PLC  
 UCAS  
 UK Border Agency  
 Vodafone PLC  
 Wolseley  
 Yorkshire Building Society  
 Zoo Digital

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