

CAROLINE MONTAGU

Leadership and Career Coach

OVERVIEW



Caroline has diverse senior commercial experience, having progressed through the ranks from a junior manager to executive board director, in a variety of roles and industries. She combines this experience with a passion for developing senior executives to their full potential. She provides executive and team coaching with an emphasis on developing high performance, leadership, team management and business outcomes. She works internationally with diverse and multi-cultural groups.



Caroline's supportive but challenging, energetic and creative coaching style and goal oriented approach enables clients to gain absolute clarity about their objectives, priorities and strategy enabling them to manage new challenges that face them. She genuinely cares about the potential and development of the people she supports. With a variety of supporting tools, and as an NLP master practitioner, she is able to assist her clients to identify the key changes and behaviours required to reach stretching objectives in order to deliver maximum return for the business.

Caroline has a team of associates; highly experienced executive coaches and facilitators she calls upon when required.

KEY SKILLS

- ▶ **Executive Coaching:** Improving performance at work by turning things executives do into learning situations, in a planned way and under guidance. Coaching clients to identify goals, challenges and development needs. Encouraging clients to take ownership of their success, implement an action plan, monitor progress and review goals.
- ▶ **Leadership Development:** Mentor and coach to both newly appointed and experienced leaders. Encouraging a culture where leaders grow other leaders within their organisations.
- ▶ **Team Development:** Coach/trainer approach to delivering workshops tailored to the organisation's needs. Including developing organisation or team vision/mission/values. Developing strategy, action plans, higher performance cultures, team and individual effectiveness and addressing under-performance.
- ▶ **Facilitation:** Facilitating team meetings, workshops and large events where solutions are required to complex change issues. Use of innovative approaches, and team coaching skills to unlock the potential of mixed and sometimes conflicted groups, to produce valuable outcomes and results.
- ▶ **Workshops, training and presentations:** Topics include executive coaching, coaching skills for managers, mentoring, presentations skills, building personal profile and team development; using a variety of tools including MBTI, NLP, EQi, Lencioni team development, Team Performance Accelerator.

- ▶ **Career Coaching:** enabling clients to identify their values, purpose and support them in developing to fulfill their potential. Review and enable succession planning.
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Corporate clients include: Clifford Chance, Collas Crill, Arriva, Dixons Carphone, B&Q, Rio Tinto, Wates Construction, EAST, Barclays Capital, Royal Bank of Scotland, Coutts Bank, Insight, Calyon, Merrill Lynch, Smith and Nephew, Berkeley Scott Group, Twentieth Century Fox, Norwich Union Life, MOD, QCA, ACCA, EDF Energy, Xerox, Reuters/Lipper, Amdocs, Weber Shandwick, Ketchum, Allianz, PR Newswire, Hobbs, McDonalds, Astellas, Marketing Academy.

PROFESSIONAL HIGHLIGHTS

- ▶ Coaching a senior retail team through management buyout and rapid change management.
 - ▶ Designed and delivered leadership development programmes (combining workshops and executive coaching) for a wide variety of senior clients including Clifford Chance, Arriva, Weber Shandwick, Ketchum, Hobbs Ltd, Allianz Insurance group.
 - ▶ Coached newer board directors, including CEOs, through first 100 days, to develop leadership style, impact and strategy.
 - ▶ Coached executive directors to improve their strategy, focus, effectiveness, confidence and results.
 - ▶ Designed and delivered a mentor programme to develop mentor skills and support the organisation's mentors through supervision and forums.
 - ▶ International speaking and workshops on a variety of topics including leadership, influencing, emotional intelligence, building personal profile, coaching skills, mentoring skills, personal effectiveness, time management, motivation and engagement.
 - ▶ Design and delivery of webinars to support international teams, incorporating interactive coaching and development methods.
 - ▶ Facilitated Board level team meetings to address conflict, develop common vision and purpose and to significantly improve working relationships.
 - ▶ Additional coaching success with a variety of clients includes:
 - ▶ Improving strategy, engagement and motivation to deliver better results.
 - ▶ Supporting newly promoted or appointed executives, to achieve their full potential quickly.
 - ▶ Personal effectiveness, time management and work/life balance.
 - ▶ Career and succession planning.
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EMPLOYMENT HISTORY

Prior to becoming a coach in 2002, Caroline held senior line management positions including Sales Director and Operations Director (main board) in a variety of industries including retail, recruitment consulting, financial services and Insurance. She has developed and run large nationwide teams over multiple sites, been involved in business acquisitions, and developed marketing, training and development strategies.

TRAINING AND QUALIFICATIONS

Caroline is an Accredited Master Executive Coach with the Association for Coaching, undertaking regular continuing professional development and supervision. She is a Master Practitioner of NLP (Neuro Linguistic Programming) and is certified in various assessment tools, including MBTI, Bar-ON EQi and MRG IDI (Individual Directions Inventory - Motivational Drivers), and TPA (Team Performance Accelerator).

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