



## Coach Profile

	<p><b>NATIONALITY</b></p> <p>British</p>	<p><b>ADDRESS</b></p> <p>John Ireland Coaching, Consulting, Training</p> <p>Langaecker 18 86911 Diessen am Ammersee Germany</p> <p><a href="http://www.john-ireland.eu">www.john-ireland.eu</a></p>
<p><b>AREAS OF EXPERTISE</b></p> <ul style="list-style-type: none"> <li>• Executive Coaching</li> <li>• Coaching Across Cultures</li> <li>• Organizational Development, Cultural Change</li> <li>• Team Coaching</li> <li>• Leadership Development</li> <li>• Coaching Skills for Managers</li> </ul>	<p><b>CONTACT DETAILS</b></p> <p>Mobile      +49 172 682 4436</p> <p>Phone        +49 8807 924871</p> <p>Fax            +49 8807 924872</p> <p>Email         <a href="mailto:contact@john-ireland.eu">contact@john-ireland.eu</a></p>	
<p><b>COACHING EXPERIENCE</b></p> <p>John has been actively and practically involved in coaching for over 25 years. The roots were in sports such as rugby, basketball and football. The transition to working with individuals started with his own journey into the world of personality development and the realisation that sustainable personal development lies in the “self management” of our own emotional world, coupled with a systemic understanding: “If you can’t lead yourself, how can you expect to lead others?” He has worked with all levels of management and cultures in many different countries, now focussing more on Board and senior levels.</p>		
<p><b>CORPORATE AND MANAGEMENT EXPERIENCE</b></p> <p>John has worked nationally and internationally for over 25 years in the fields of organizational development, coaching, consulting and skill development. The first 10 years were spent working in the UK as an internal consultant with various UK-based companies, including Shell Chemicals, where he was responsible for restructuring production sites, later developing them to successfully functioning units through organizational and management development. Since 1991 John is based in Germany. He worked for 12 years as an OD consultant and coach for a small international consulting and training company. He then worked for 3 years in leadership development and coaching, and managed the development of a consulting and training business unit for Haufe Akademie, part of the Haufe Media Group. After that he was operations manager for Germany’s oldest and leading institute for leadership development. In 2010, John set up on his own, focusing on what he loves and does best: working with senior managers. On the one hand John specializes in leading and developing “know how” businesses, while on the other he develops leaders in organizations through his roles as coach, OD consultant and facilitator.</p>		



## ACADEMIC QUALIFICATIONS

- Diploma in Hotel & Catering
- BA (Honours) Degree in Psychology and Management – Manchester, UK
- Executive MBA, European Business School

## COACHING EDUCATION AND CERTIFICATION

- Vocational Training as Coach - Psychology of Change, Emotional Intelligence, Personality Development – Dietz Training and Partners
- Inner Family System (IFS) – Dick Schwarz, USA
- Body-Centred Therapy – Hakomi Institute Europe, Halko Weiss
- NLP Basics – Michael Grinder

## RECENT COACHING PROJECTS

- John coaches the CEO of a large international financial institution, working with him and his direct reports to develop individuals and synergies within the team.
- John works with both CEOs and Boards helping them define the leadership culture they want, to support them in achieving their business goals, getting the best out of their people. He works with individuals to help them be the role model for the organisation. In his consultancy role he then supports the company cascade these leadership principles through the organisation.
- He also works with senior managers in stock exchanges, supporting them in setting clear priorities and developing an authentic leadership style. The challenge lies in applying the priorities in the organization.
- John is accompanying the managing director of a publishing house, looking at how his role and values influence the leadership culture, working with the leadership team to define and establish their desired leadership culture that supports the achievement of their vision, strategy and goals.
- As part of a global coaching and leadership project, John has coached senior members of staff of a global IT organization. Topics included managing change, personal clarity around leadership, personal/life goals, conflict management, team development and 360 degree feedback.
- John has coached a senior manager at a chip producer, focused on the development of a personal and authentic leadership style, team development and dealing with political conflicts.
- Leadership coaching for senior managers who are technically well-qualified, but where continued promotion has moved them away from their technical skills into positions where their inter- and intra-personal skills are needed.
- Accompanying young sportsmen in defining goals, overcoming personal barriers, setting clear goals; Formula Renault Team, triathlon, football.

## MEMBERSHIPS

Certified coach with the DBVC

## COACHING LANGUAGES

German and English

## HOW WOULD YOUR CLIENTS DESCRIBE YOU AS A COACH? (3 WORDS)

Empathetic, clear, challenging