



RICHARD DAVIES

Location: Ilkley, West Yorkshire

Brief career history

Richard is an executive coach with a blue-chip commercial background. He enjoyed a varied 25-year career in Sales, Marketing, Strategy and Learning & Development. He started his career at Kellogg's and his last corporate role was at Shell where he was the Global Head of Learning Development and headed up a team of 40 Learning & Development professionals. He was responsible for the training and development of 500,000 people scattered across 62 countries and 45,000 petrol stations and multiple corporate departments and offices.

Coaching credentials

Throughout his career, Richard operated as both a line manager and coach. In total, his team members were based in 22 different countries. This gave Richard a deep appreciation of cultural differences which has strengthened his ability to flex his coaching style. He successfully completed Shell's internal coaching programmes - Prime Performance Professional Coaching and 'Continue & Begin' Fast Coaching. He is accredited as a licensed practitioner of Global DISC, created by ICQ global. This coaching qualification is accredited by the International Coaching Federation (ICF). He is a licensed Coach with 'Engage & Grow', a global employee engagement specialist organisation. He has attained 'Coaching for Performance Level 1' with Performance Consultants International which is accredited by the ICF. He is accredited as a Talent Dynamics Flow consultant. Richard believes in lifelong learning and is currently studying to become an accredited Axiometrics Coach -which is a methodology based upon Nobel nominated philosophy and mathematical modelling which reveals true personal values, thinking and decision-making style. Richard has been a guest speaker at the European Mentoring & Coaching Council (EMCC) and is a Fellow of the Learning & Performance Institute.

Richard has a BA honours degree from Durham University, an MBA from Leeds University and a Diploma in Marketing from the Chartered Institute of Marketing.

Coaching speciality

Richard's recent experience of making the transition from international blue-chip corporate to portfolio career gives him a highly relevant perspective for anybody who is navigating a career transition. He has made this his coaching speciality. He is also the lead facilitator of In Touch's 'Ahead of the Curve' 7 Week interactive webinar programme. The common ground for the programme participants is that everyone is experiencing career change of one sort or another and this level of change requires a different mind-set and different behaviour. Richard leads sessions on change and transition, LinkedIn, networking, creating a personal brand, emotional intelligence, and building a plan. He brings this knowledge and experience to his one to one coaching.

What benefits do you bring to your coachees?

Richard's coaching style is friendly, yet pragmatic and results orientated. He holds people accountable and combines high support with goal focussed challenge. His coaching is focussed on helping clients clarify their career transition goals and then helping them accelerate their progress. On leaving Shell in 2016, he launched an online coaching software company which helps people achieve their goals. He brings this goal focus to his personal coaching.

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