

HERESY CONSULTING

# GLOBAL LEADERSHIP COACHING

Bringing Insight and Transformation



**HERESY**  
CONSULTING



# INTRODUCING HERESY CONSULTING

Human beings are complex

Our personalities, organisations and societies are formed by our feelings, our memories, our stories ... and occasionally by our rational minds

Psychodynamic psychology sees human behaviour as a constantly evolving blend of conscious and unconscious thoughts and feelings, which shape our lives and our communities

We are a psychodynamic leadership and organisational development consultancy

We work 'below the surface' to guide sustainable change

We help human systems rediscover the human

*'The sole purpose of human existence is to kindle a light in the darkness of mere being'*

*C. G. Jung*



## LEADERSHIP DEVELOPMENT

We help leaders to understand themselves and their teams, and to find meaning in their work

TURNING LEADERS INTO PEOPLE



## ORGANISATIONAL DEVELOPMENT

We help teams and organisations to have the right conversations and to build the right relationships

BUILDING HEALTHY ORGANISATIONS



## PROFESSIONAL DEVELOPMENT

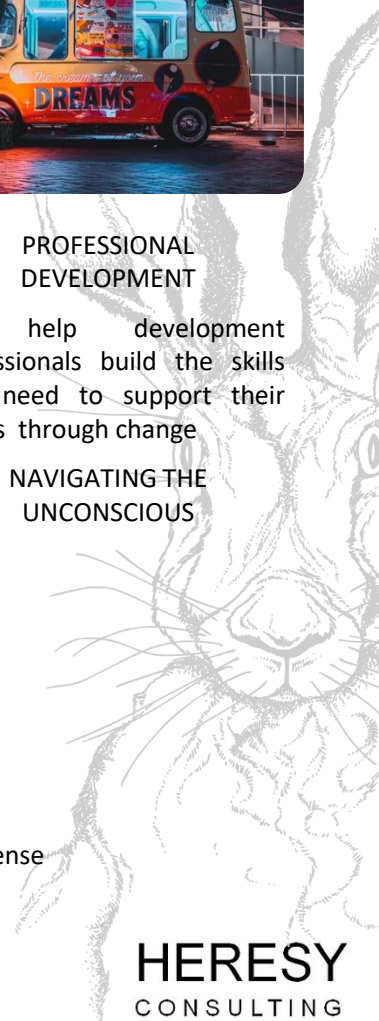
We help development professionals build the skills they need to support their clients through change

NAVIGATING THE UNCONSCIOUS

The Heresy Consulting team is located across Asia, Europe and the Americas.

We have a global perspective and a diverse range of experiences and academic backgrounds.

We all share a belief in the value of supporting individuals in developing a sustainable sense of self to define their leadership.



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# OUR COACHING

## WORKING 'BELOW THE SURFACE'

We know that behavioural coaching has limitations and is unlikely to bring about sustainable change. Our coaches work 'below the surface', drawing on psychodynamic principles, to better understand who they are, and who they may become.

## ONE SIZE DOES NOT FIT ALL

Our coaches are also informed by their individual experience and specialisms, allowing us to work differently with each client. We know that when it comes to coaching, 'one size does not fit all', and we match both the coach and the process to the client's unique needs.



### INDIVIDUAL COACHING

We support leaders through significant personal and professional transitions, which may require them to reinvent themselves and perhaps let go of the very habits that have made them successful.

We help them better understand what may be happening for them and around them, allowing them to make better choices. We work flexibly, adapting the coaching timescales and structure to start where our clients are.



### GROUP COACHING

We work with groups to broaden their perspectives and help them understand how they can work more effectively with others.

Working together as peers, to face individual or shared challenges, participants can then also develop their own coaching skills, and become role models for a 'coaching culture' with their organisations.



### REFLECTIVE PRACTICE

Leading or supporting complex change in human systems can be demanding and confusing.

Occasionally we need to take a step back to reflect and gain some perspective. Reflective practice can provide much needed clarity and suggest simple solutions to complex change problems. We work with change leaders and consultants (as individuals or in groups) to provide 'just in time' support.



### EXECUTIVE PSYCHOTHERAPY

Some of our coaches are also registered and practicing psychotherapists and, along with our extended network of clinical practitioners, we can provide short- or long-term psychotherapeutic support if needed.





## ETHICAL WORKING

Heresy Consulting is committed to creating work environments, that include and encourage diverse perspectives and provide equal access to opportunity. We want to create conversations where everyone's voice is heard equally, and where everyone is treated with dignity, compassion and humanity.

Our associates are drawn from many walks of life, and all share a belief in supporting the development of a sustainable world where people are respected as human beings. We will speak out against any behaviour by colleagues, suppliers or clients that diminishes or marginalises people.

We are committed to a sustainable world and will minimise any activity by ourselves or our supplier relationships that contributes to environmental degradation.

We stand opposed to social inequality and are committed to the development of our societies as sustainable places for work and life. All associates are contracted to a single set of terms and conditions, and we are fully transparent about any fees paid to associates. The highest hourly rate that we pay to an associate cannot be greater than 20x the rate we pay to our lowest paid associate, regardless of geographical location. We do not pay dividends and instead reinvest our profits in the development of our associates, our work, and our organisation.

We respect the confidentiality of our clients and in everything we do, we embody our ethical principles. We will challenge ourselves and our clients, pushing the boundaries of what is possible and never allowing ourselves to 'stand still'. We know that if we are not developing ourselves, we do not have the right or capability to demand that of our clients. We must 'do the work' to 'do the work'.

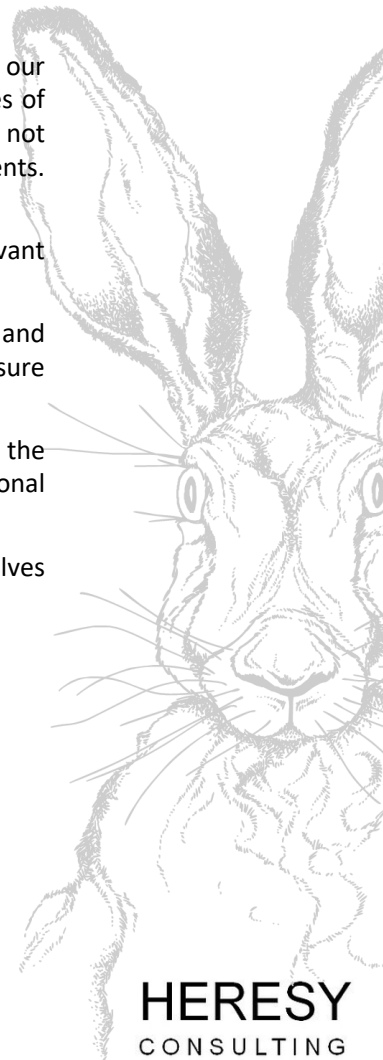
We are fully compliant with all United Kingdom legislation and relevant legislation/regulation in the countries in which we operate.

We will only work with associates, suppliers and clients who share our ethical stance and aspirations. We will review our associates, suppliers and clients annually to ensure continued compliance with this statement.

All our coaches and consultants have received thorough and appropriate training for the work they undertake and continue to develop their capability with continued professional development.

All our coaches have arrangements for regular supervision and have themselves participated in extended periods of coaching or psychotherapy.

All our coaches and consultants adhere to our code of conduct.





## HOW TO SELECT A COACH

There are many coaches and there are many different approaches to coaching. Not all of them will suit every client and every development need. Ask yourself some simple questions...

### What do I really need from a coach?

A good place to start is to reflect on your hopes and fears. Will coaching make any difference at all to your life and work, and what could that difference be? Sometimes you will know what you want to achieve and sometimes the path ahead will be unclear. Some coaches will help you to find answers, and some will help you to reflect and just sit comfortably with a question. Understanding what you are looking for is a good place to start and a good coach will always help you think about this.

### Has the coach had relevant training?

Once you have a sense of why coaching could be valuable to you, you should consider the training and background of any coach. One size does not fit all, and some coaches may not be equipped to help you as an individual. Some coaches can support you with behavioural tricks and tips, and others will be trained to help you explore your identity or consider the next phase of your life journey. Any good coach will have a clear sense of what they are trained to do and the theory that they draw upon.

### Do I need a fresh pair of eyes, or someone who understands my context?

You may also want to consider whether knowledge of your context will make a difference, and whether the coaches own experience will help or hinder your conversations. Sometimes we need to work with someone who has walked in our shoes, and sometimes we need someone who can help us see things differently. Sometimes we need both.

### What supervision arrangements does the coach have?

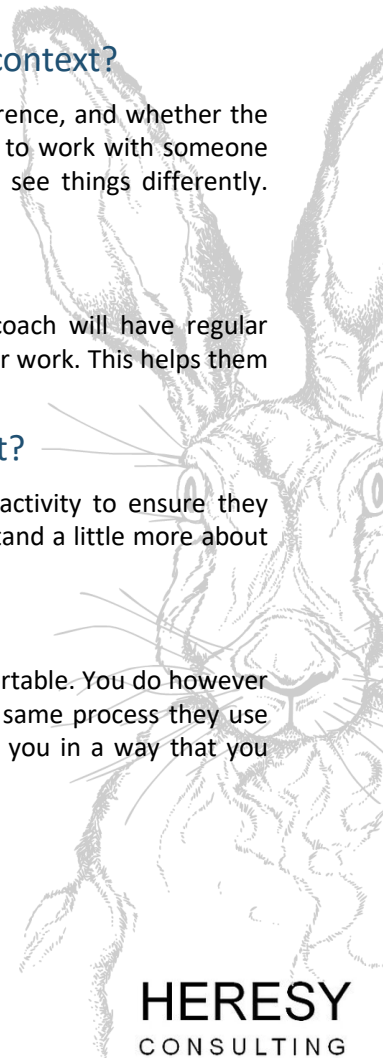
You should then consider whether the coach takes their work seriously. A good coach will have regular supervision, with a more experienced coach supervisor who helps them reflect on their work. This helps them ensure that they do not become complacent and can work ethically.

### What was their last piece of continuing professional development?

A good coach will also participate in regular continuing professional development activity to ensure they continue to build their own skills. Their answers to this question will help you understand a little more about the way they work and the things that interest them.

### Do you feel seen by them?

You do not need to like your coach and you do not need them to make you feel comfortable. You do however need to feel they are interested in understanding you, and not simply following the same process they use with every client. Only when a coach understands you can they begin to work with you in a way that you need.



## OUR COACHES

Our coaches are drawn from a diverse global network, bringing a wide range of different perspectives,

Our coaches are experienced in both face to face and virtual working and are comfortable working in different cultural or organisational contexts.

We can also provide coaching in several languages.

*'As far as we can discern, the sole purpose of human existence is to kindle a light in the darkness of mere being'*

*CG Jung*

## Our Directors

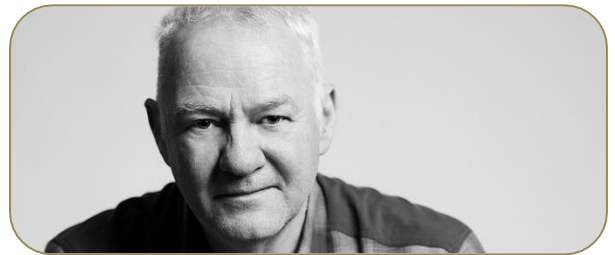


ANGELA LAI

*(Hong Kong)*

Prior to joining Heresy as a Director, and Practice Leader for Coaching, Angela was Regional Human Resources Director of AXA Asia.

She holds an MBA and trained as a coach and organisational consultant at Hult Ashridge and is a Senior Practitioner with EMCC Global. She has trained in Jungian Coaching with the International School of Jungian Coaching and Consulting. She is also a qualified Pilates instructor.



LAURENCE BARRETT

*(London)*

Prior to joining Heresy as a Founder Director, Laurence was Director of Group Resourcing and Development for Prudential.

He holds an MSc in the Psychodynamics of Human Development and an MBA. He trained as a coach and supervisor with the Tavistock Institute. He also holds Certificates in Ecopsychology and Ecotherapy from the Pacifica Graduate Institute and in Group Analysis at the Institute of Group Analysis.

He also works as visiting faculty on Coaching and Change Masters Programmes at INSEAD, Henley Business School and the Cambridge Institute of Continuing Education.

# OUR COACHES

## Europe



ANNA REYNOLDS (London)

Anna is a coach with a background in performing arts, having trained at the Royal Central School of Speech and Drama in London. As an actress she worked in theatre and film.

She began coaching through training at the NLP Academy in London, and is a Master NLP Practitioner, trained by Dr John Grinder, the co-creator of NLP. She holds a Warm Data Host Training certificate from the International Bateson Institute. She now works internationally across the creative industries.



BEN PHILLIPS (London)

Ben has held senior roles in talent and change management with a number of global organisations, including SMBC and BP, and currently also works as Head of Talent for Yeo Valley.

He holds an executive coaching certificate from Hult Ashridge.



CAROLINE GUIBERT-PAVILLET  
(Paris)

Caroline has a track record in Executive Search and Assessment, most recently as a Senior Consultant at Korn Ferry.

She holds an Executive Master's in Consulting and Coaching for Change from INSEAD, and a Postgraduate Diploma in Executive Coaching from Hult Ashridge, as well as an MSc in Management from EM Lyon Business School. She also holds a Certificate in Ecopsychology from the Pacifica Graduate Institute, and is a Senior Practitioner with EMCC Global.



CORNELIA KAUSCH (Berlin)

Cornelia has held senior leadership roles in the hospitality and real estate industries, and has served as an independent strategic consultant for over two decades. She was most recently VP Development for Pandox AB.

She holds an Executive Master's in Consulting and Coaching for Change from INSEAD and a Master's in Hospitality Management and Operations. She trained as a coach at the Karlsruher Institut and where she now lectures on the MBA Digital Leadership & Coaching.



# OUR COACHES

## Europe



DAVID YAU (*London*)

David has worked both as a corporate banker and an in-house leadership development practitioner for HSBC and Standard Chartered Bank.

He holds a Certificate in Systems Psychodynamic Executive Coaching from Tavistock Consulting and a Graduate Certificate in Systemic Family Psychotherapy from the Tavistock and Portman NHS Foundation Trust. He also holds an MBA from INSEAD.



FRÉDÉRIC BAGUTTI (*Geneva*)

Prior to joining Heresy, Frédéric was Head of Leadership Development and Organisational Change at Patek Philippe.

He holds an MSc and a DESS in Organisational Psychology from the University of Geneva and an Executive Master's in Consulting and Coaching for Change from INSEAD. He trained as an executive coach at Hult Ashridge and in supervision for coaching and consultancy at the Tavistock Institute. He is also qualified in emergency psychology with the Swiss Federation of Psychologists.



JOHAN DE MULDER (*London*)

Johan has held senior roles in financial services and business strategy consulting, including most recently Deutsche Bank and the Boston Consulting Group.

He holds an MBA with the Columbia Business School and a Master's in Group Dynamics and Systems Theory with Tavistock and Portman NHS Foundation Trust. He trained as a coach at Hult Ashridge on the MSc in Executive Coaching programme. He also holds a Postgraduate Certificate in Psychotherapy and Counselling from Regent's University London.



KATHERINE TWADDELL  
(*Lisbon and London*)

Katherine began her career as an analyst on Wall Street before working in financial media with organisations such as CNN and Fortune magazine.

She holds a postgraduate degree in executive coaching from University of Derby and a coaching certificate in executive coaching from INSEAD. She also holds a Foundation Certificate in Group Analysis at the Institute of Group Analysis. She now coaches regularly at INSEAD.



# OUR COACHES

## Europe



**KATIE MULDOON** *(London)*

Katie combines a background in leadership coaching and change consulting with over ten years' experience as an engineering officer in the Royal Air Force.

She holds an MPhil in International Relations from the University of Cambridge and Masters of Aeronautical Engineering from University of Glasgow. She trained as a coach at Henley Business School and is currently training as a Jungian Psychotherapist with the British Jungian Analytic Association.



**PER NORDAHL** *(Oslo)*

Per had a background as an entrepreneur before moving on to support both local and international organisations as a coach and leadership consultant in 2013.

He holds a Master's degree in management and has trained with Hult Ashridge, the Co-Active Training Institute, Arbinger Institute, and more, which has earned him several coaching certifications.



**SARAH SHANAHAN** *(London)*

Sarah works as an organisation consultant and consultant clinical psychologist for the NHS.

She holds an MA in Consulting and Leading in Organisations from the Tavistock and Portman NHS Foundation Trust, a Doctorate in Clinical Psychology and an MSc in Forensic Psychology from the University of Birmingham. She holds a number of psychotherapeutic certifications including in EMDR, dynamic interpersonal therapy and mentalisation based treatment..

# OUR COACHES

## Asia



RUBY HO (*Hong Kong*)

Prior to joining Heresy as an Associate, Ruby has worked in academia and financial services, focusing on leadership and organisational behaviour.

She holds an MSc in Occupational Psychology from the University of London and an MA in Counselling from the Hong Kong Polytechnic University. She is currently a Faculty coach for the INSEAD Coaching Certification programme and a Leadership coach for China Europe International Business School (CEIBS).



AGATA MATHIASEN (*Singapore*)

Agata brings with her over 20 years of experience in organisational development consulting and leadership development across Europe, Asia and North America.

She holds an MA in Psychology from the Jagiellonian University and is trained as a Gestalt therapist at the Gestalt Institute in Cracow. She now works as an executive coach and consultant at INSEAD with main interest in leadership development, life transitions and mental health in the workplace. Agata comes from Poland, lived and worked in Spain, UK and Denmark. She is now based in Singapore.

## Americas



DAVID ROTHAUER (*Philadelphia, USA*)

David is a coach and a psychoanalyst, working in private practice and for a range of international organisations.

He holds an MSc in Education and an MA in Psychoanalysis from the New York Graduate School of Psychoanalysis. He trained as a psychoanalyst at the Center for Modern Psychoanalytic Studies and in psychodynamic group leadership at the Center for Group Studies. He holds a Certificate in Organizational Executive Coaching from Columbia Business School and trained as a coaching supervisor at Oxford Brooks University. He is a Nationally Certified Psychoanalyst under NAAP.

## OUR CLIENTS

We work with a diverse range of organisations across Asia, Europe and the Americas, ranging from large global corporations to SMEs, charities and local government. We work both face to face and virtually, providing our clients with flexible access to our broad network of coaches.

Our coaching clients themselves, come from a range of backgrounds, industries, and cultures. They are typically senior leaders approaching midlife, who have built successful careers and are facing new and unfamiliar challenges. They may be moving into more a strategic leadership role where simply delivering operational excellence will no longer be enough. They may be about to set up their own business or they may just have sold one. Most of all, they are curious about what is possible....

We help our clients make sense of the noise and provide a space to reflect. We help them to understand themselves, their teams and their organisations, and to find more meaning in their work.





Contact us:

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