

**Richard Roberts**  
**Consultant Partner**  
**UK**



Richard is an International Executive Coach (ICF Qualified), who combines deep knowledge of the craft of coaching with his extensive experience as a Senior Commercial and Operational leader gained during a highly successful career in the Software, Technology and Telecommunications industries. Richard has coached leaders and their teams in the UK, Europe, Asia Pacific and the USA. Richard's recent clients include British Telecom, Barclays Bank, Balfour Beatty, Clariant, Sanoma, Nex, Laing O'Rourke, Porsche Holding, London Business School, Earthwatch, and the Board of a large NHS Trust.

Richard Commercial experience includes the development and execution of British Telecom's European Strategy. As MD of BT's businesses in two European countries, he led those businesses through a period of rapid change including a successful IPO, the acquisition of the majority holding from BT's joint venture partners in Italy and a subsequent merger with another telecoms business.

Richard's core assumption is that you (the client) are the world expert on yourself. He then seeks to be as creative as possible in finding ways to inspire, support and challenge you to stretch your performance as a leader, to find more effective ways of working and to push your limits. He takes time to understand you as an individual and how different you are in attitude, personality, responsibility, sensitivity and style. Richard then tailors his way of working to maximise coaching effectiveness. He is continually looking to find the best way to reach you as a client.

The enthusiasm and creativity that he brings to his coaching today is what excites him, he is constantly curious both about his clients as people and the businesses in which they operate. He is not only amazed by the capacity of individuals to make real changes both in their own leadership style, but also by the impact that these changes can have on the bottom line.

Richard discovered the power of coaching early on in his career, as it was through the support of a coach, that he learnt the importance of the mantra 'change starts with me'. His key skills lie in enabling you to focus, prioritise with clarity, gain deep insight into your leadership strengths and your business situation so that you can return to the fray with the confidence that you have aligned your will, energy, creativity, courage and determination to achieve your career and business goals.

'It was the best 2.5 hours of coaching that I have had in my whole career.' Managing Director Barclays Bank.