

Stuart Pickles
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Ex-CFO and coach, Stuart has spent 25 years in industry with Unilever, Kraft and Foster's. A qualified accountant, he brings to all his conversations strong business and financial acumen, and he combines this with his highly impactful coaching style to enable his clients to make significant personal and business performance improvement.

Stuart has always had a passion for leadership and for motivating people. He woke up to the power of coaching through being coached himself as a CFO. He experienced a dramatic impact on his energy, effectiveness and performance, which was noticed by everyone around him, at home as well as at work. So he qualified as a coach and became coaching champion whilst CFO at Foster's, leading the creation of a successful coaching performance culture and doubling bottom line profit. "This was all about getting results". He faced strong resistance: "why is the CFO spending time on this stuff?" But over time the results became clearer: people began to see that this was all about hard performance and bottom line profit – there was nothing "soft and fluffy" about it. And the business achieved the highest employee engagement scores in the business globally. His story has been the subject of several articles in publications including "Financial Director" and the CIPD journal "Coaching at Work".

He has worked on M&A and other major business change and innovation projects, and he has lived and worked overseas for 8 years (Japan, Australia and Asia, fluent in Japanese). So he has a good understanding of how to lead performance through change and across cultural boundaries, and of how critical a performance coaching leadership approach is when things are changing rapidly and when it is across international operations.

Stuart has coached leaders across a wide variety of clients and sectors in Europe, the Middle East and Far East, including names like EDF Energy, Barclays, Daimler Benz, P&G, Astra Zeneca, RBS, G4S, Centrica. He also does a lot of work with leaders in private equity, VC start-ups, schools, colleges, law firms and local government.