

**Damien Plant MBA FIEMA
Consultant Partner
Europe (and global)**



After a successful 32-year career in Defence and Diplomacy I remained at my last post and am resident in Vienna. I now work as a licensed management consultant and business coach, to which I bring considerable experience world-wide, along with an extensive amount of learning and reflection to assist senior leaders in their development.

Whilst my main focus is in assisting organisations who wish to transition to a more sustainable footing, I have found that I have much to offer senior leaders in creating the appropriate space to develop and refine their own thinking; drawing (where helpful) on my own myriad leadership and team management experiences. This includes dealing with situations going both tremendously well – and terribly badly!

They say that someone should only be a writer because they must be a writer. So it is with myself, I am by nature a coach and mentor, who approaches relationships with an aim being to help that person to maximise their growth potential and opportunities for maximum impact. I'm also just really curious about people.

I seek to apply what qualities I possess to genuinely assist others. An engaged listener, I encourage an interactive approach and am well suited to work with those who are open to questioning themselves and their personal motivation. I can also work on knotty issues with team members to enable them to thrive and to make the fullest possible contribution to the organisation. I use polite challenge plus humour to create a stimulating environment for clients and am prepared to take personal risk in these relationships; I am well suited to working with those not afraid to get to the heart of an issue. I am rigorous in establishing the coaching contract and 'ground rules' at the outset and bring a deeply respectful mindset to every conversation – informed by many years of service to others.

I have an extensive array of formal qualifications supplemented by constant informal learning, demonstrating my own personal commitment to personal growth and development.