

Aya Usui **Consultant Partner** **Japan**



Aya is dedicated to bringing out the absolute best in people in Asia and Japan, leveraging on the language, cultural, generational and professional diversity as well as the unique experiences of the personal journeys of its team members. Aya's coaching philosophy is that everyone has unique potential for new limitless possibility. Her mission is to accompany leaders to discover their potential, vision and hope and guide their thinking in new directions. She is a Certified Professional Co-Active Coach® (CPCC) from CTI Japan and Professional Certified Coach (PCC) from ICF.

In addition to 7 years as a leadership coach, Aya's professional experience includes 14 years' Human Resources and Talent Management experience in Global Automotive Company and Global Pharmaceutical and Medical Device Company in Japan and Europe.

Among her roles at a leading automotive company was designing the Global Talent Development Programme for high potential employees worldwide, including a Global Rotation Programme, leadership trainings and career discussions. Aya also created the first Japan Inclusive Diversity Council at a global pharmaceutical and medical device company. She conducted global employee engagement surveys by taking a lead in the Asia region as well as analysed and facilitated the Japan Executive Committee Members' off-site meeting.

Recently, Aya's work is focused around Leadership Development Programmes with a particular emphasis on enhancing women's leadership development and creating social entrepreneur. As a social entrepreneur herself, she led several projects for building Peace & Friendship in 2017 and 2019 by involving different type of stakeholders from public institutions, corporation and universities. She also delivered Women Leadership Conferences of an international hotel brand in Tokyo, the Women in Business Summit of the American Chamber of Commerce in Japan and organized Women International Network Conferences in Tokyo in 2015 and 2016.

She coached leaders in international companies of various sizes, in multiple industries, such as Ambassador, CHRO of Staffing Agency, Sales & Marketing Director in Apparel and Food industries, Managing Director and Engineering Directors in automotive industries by accompanying them to explore and develop their authentic leadership skill and realise the change.

Aya has a Masters in Management and International Business from ISEG Business School in France and has also studied at the University of London.

She has experienced and is certified in the following tools and approaches:

- Lumina Spark (an innovative version of Big 5 / MBTI personality/preference instruments developed by Lumina Learning UK), Lumina Leader 360 and Lumina Emotion.
- Hogan Assessment
- *persolog® Personality Factor Model DiSC*

She is also mother of 3 amazing daughters of 14 year-old, 11 year-old and 5 year-old.