



## Tom Sneddon Coaching Profile

### Overview

As a Partner in SneddonClark LLP Tom is highly experienced as an Executive Coach and Leadership Team coach having worked at senior levels in international industry, community and public sectors with an enviable range of skills to deploy in supporting Executives, teams and organisations achieve both personal and cultural change. He is comfortable operating at both strategic and tactical levels in a number of different business scenarios to deliver high impact and added value results through a coaching approach.

During the last 10 years Tom has successfully completed Executive coaching assignments with senior people in the banking, finance and professional sectors, education, local government and private industry together with stakeholders in a number of private family businesses. He has considerable experience in working with individuals and teams using an eclectic range of approaches and tools including a number of specialised psychometric assessments particularly relating to Integrated Leadership and Mental Resilience.

Tom's executive experience is supplemented by over 8 years as a Non-Executive Director in the NHS together with a variety of Non Executive roles in European companies together with a number of challenging projects within local government.

In addition to practicing as an Executive Coach Tom also delivers training up to, and including, post-graduate level of an internationally recognized coaching and mentoring qualification. He also practices as a coach supervisor.

### Expertise and Experience

Expertise in Executive coaching; working with multi-disciplinary and multi-cultural teams; partnership working; facilitation; running Open Space Technology events; Change and project management; Cultural change; Focus on meeting needs of diverse stakeholders and most importantly enabling people achieve what they wish to achieve.

30+ years experience in manufacturing, international businesses, global strategy development, mergers and acquisitions, major cultural change programmes, local government, community sector and the National Health Service with over 25 of these at senior Board level.

Tom has a particular interest in supporting organisations achieve a values based culture change by working with leadership teams, key stakeholders and employee groups supported by a number of coaching interventions.

### Education and Continuous Professional Development

MSc (Coaching Psychology), BSc, Diploma in Management studies, INSEAD Executive programme, Qualified consultant in CTT (Cultural Transformation Tool). Fellow of the Chartered Institute of Management