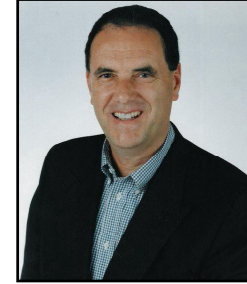


Leadership and Executive Coaching Coach Profile



Graham Evans, M.S

COACHING STATEMENT:

Graham sees coaching as an integral component of personal development and believes it is of greatest value when it is evidence-based and focused on delivering a need that is aligned to the strategy. He works from the principle that high trust between coachee and coach is vital to success. Mr. Evans and Leading Effect define the process of coaching as does the Center for Creative Leadership, “a formal engagement in which a qualified coach works with an organizational leader in a series of dynamic, confidential sessions designed to establish and achieve clear goals that will result in improved business effectiveness, both for the individual and the organization”.

EDUCATION:

M.S. Operational Research, University of Hull, England

B.Sc. Physics, Mathematics and Economics, University of Sussex, England

AREAS OF SPECIAL FOCUS:

Graham has distinctive strengths amongst the Leading Effect coach cadre in: strategy and vision development and deployment, business planning and budgeting, process design and implementation, solving for operational challenges, knowledge management, and designing and implementing change initiatives.

CERTIFICATIONS & AFFILIATIONS:

Mr. Evans is a member of the Executive Network of Seattle (www.tenseattle.com) and a participant in both the MIT Enterprise Forum of Seattle and the British-American Business Council of the Pacific Northwest. He has established and runs a voluntary job-seekers group in his local community. He is a Senator of Junior Chamber International. He was National Training Director for British Junior Chamber (a volunteer organization that provides out-of-hours development opportunities for its members) for two years. He led a team that completely revised the leadership development process and introduced trainer certification and was recognized as “Outstanding National Officer”.

CAREER HISTORY:

In addition to serving as a Leading Effect coach, Graham is the Principal of Aqua Consulting, a Seattle-based management consulting and coaching business. Its focus is on energizing business change and on the clean technology sector. He also teaches at the college level in the local area.

Mr. Evans has over 25 years experience advising individuals and organizations. His work has spanned across industries from manufacturing to technology, to utilities, government and higher education. With 16 years of proven experience as a management consultant at PricewaterhouseCoopers (formerly Coopers and Lybrand), he has advised senior managers across multiple business sectors an in both the U.K. and the U.S. Graham came to the Pacific Northwest in 1999 and in 2003 served as Interim Director of the Northwest Energy Technology Collaborative-working to successfully position the Pacific Northwest as a recognized leader for energy technology.

REPRESENTATIVE CLIENTS:

AEP, Lucent Technologies, Scottish Power, PacifiCorp, Puget Sound Regional Council, National Grid, US Forest Service, Symbol Technologies and the UK Gas Regulator

COACHING ASSIGNMENT EXAMPLES:

- Coached senior finance executives through career transition into new high profile roles.
- Coached new CEO through post acquisition transition of an 8,000-employee business as he designed/appointed his direct-report organization and integrated diverse cultures.
- Coached members of chief executive's team through transition into new roles and responsibilities, improving their job performance and interaction with colleagues.
- In preparation for privatization, coached the leadership team of National Air Traffic Services. Led a joint client/consultant team at 11 airports, two control centers and in the research and development function to build new commercial/profit-focused culture.
- Coached a school principal through the challenges of communicating effectively with parent groups, her board and her colleagues.
- Relieved political pressures on CFO by promoting on-time launch of mission critical, controversial system to manage \$5B budget at a federal agency. Designed and facilitated one-year program of workshops surfacing issues, resolving conflicts.
- Led communication and training support at hi-tech \$1B revenue business that was key to achieving on-time implementation of SAP financials.
- By engaging direct involvement of entire management team, enabled production and defensibility of high-quality, on-time business plan for UK electricity regulator. Estimated benefits to business profits of \$150M laid foundation for the business director's promotion.