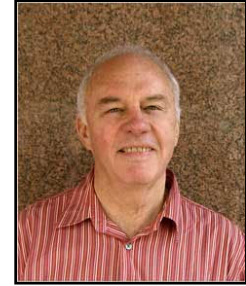


Leadership and Executive Coaching Coach Profile



Tony Pearson, M.A.

COACHING STATEMENT:

Tony's coaching work is based on these guiding principles:

- Work from a customer-focused approach –customizing according to learning styles, cultures, and individual needs.
- The client has the wisdom; the coach's role is to help uncover it and bring it to the forefront.
- Coaching should be Organic, Flexible, and Dynamic, while grounded in real-time challenges.
- The work should be appreciative and instructive –identifying best practices and learning from them.
- Development work is systemic –both the coach and client are constantly looking for links, applications and implications.
- Utilize the executive's experience and expertise.
- Work sequentially and continuously –knowing that learning is incremental and ongoing.
- Development is Transforming & Transferring –learning is changed behavior and is reinforced when it is passed on to others.

Tony works with senior level executives, across industries and across the globe, coaching his clients to: identify strengths, weaknesses, and areas that must be improved; clarify roles and relationships that are difficult or ambiguous; and address current business challenges and dilemmas. He does this by partnering with leaders to think through ideas and develop plans before acting upon them; to challenge assumptions that might prevent growth; to discover patterns, barriers and supports to success; to improve performance and ability to deliver business results; to obtain continued support in meeting professional development goals; and to experience an enriched perspective on coaching to use with others.

EDUCATION:

M.A. Organizational Psychology, Teacher's College, Columbia University

B.A. French and Italian Literature, Oxford University, England

AREAS OF SPECIAL FOCUS:

Tony has distinctive skills amongst the LE cadre of coaches in the following areas: global leadership development, cross-cultural work, gender work, strategic business development, Tony has great experience and expertise in using Action Reflection Learning principles, and he speaks English, French, and Italian.

CAREER HISTORY:

Tony is a founding partner of Leadership in International Management Ltd., a highly respected international consultancy and coaching firm. He has 20 years of management experience in international marketing and advertising and his work experience covers Western and Eastern Europe, Latin America, Asia, and Africa. His current activities include service as Program Director and Learning Coach for leadership development programs in the private sector, and the expansion of LIM in major Latin American markets. In addition, he designs and delivers organizational development programs for national and global organizations in the not-for-profit sector.

REPRESENTATIVE CLIENTS:

AstraZeneca, AT&T, Boskalis International, CIBC, Coca Cola, Grace Cocoa, Motorola, Prudential Financial, Syngenta, United Nations Development Program, Volvo Truck Corporation of North America.

PUBLICATIONS AND PRESENTATIONS:

Tony has been a presenter at the national conferences of the American Management Association, the Organization Development Network and the American Society for Training and Development.

His writing has been published in Training & Development.

Tony is based in New York City.