



Coaching, mentoring and leadership development

Inspire • Challenge • Guide



Lesley Symons

**Leadership Coach
& Group Facilitator CV**

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Overview

Lesley has extensive leadership experience in large multinational organisations and small businesses alike. She has first-hand knowledge of managing teams and organisations through change and uncertainty towards outstanding achievement. This experience gives Lesley the know-how to connect with, coach and facilitate today's CEOs, senior executives, line managers, individuals and teams.

Coaching Philosophy

Lesley's experience as a senior executive combined with her education and practical knowledge in counselling enables her to provide realistic solutions, sound leadership strategies and when required to work at a deeper level to assist with sustained individual transformation. She knows by experience the challenges that women encounter when in leadership positions.

Lesley's outgoing and friendly personality enables her to instantly 'connect' with her clients, her candour and persistence allow her to challenge where appropriate. Both of these are integral in creating personal reflection and behavioural and organisational change.

Group Facilitating

Lesley is an experienced group facilitator. Her work is aligned with the "Tavistock" method of interaction with groups and organisations. She works with small and large groups alike. Lesley has worked with many groups of 50 plus from an open space, reflective and clinical perspective. She works in the moment and uses what is happening in the room as a basis for group dialogue.

Corporate Experience

Lesley's leadership experience in Consumer Marketing and Retail business sectors spans some 20 years. She has worked across 3 continents with Selfridges in the UK, L'Oréal in the UK and Australia, Edgars Retail in South Africa and the Estee Lauder Companies in Australia. As a General Manager in the Estee Lauder Group, Lesley led the team responsible for the launch of the Tommy Hilfiger brand in Australia which in-turn led to her winning an International Intercompany General Management award.

Clients

Lesley works with a wide spectrum of individuals and organisations, across a variety of market sectors. Lesley has worked with clients in United Kingdom, Europe, Australia and New Zealand;

Red Bull International, Old Mutual Wealth UK, P&G Germany, Australian Institute of Sport, WIN Conference, Women in Leadership and Law(Brussels), Volkswagen Group, Specialty Fashion Group, Rebel Sport Group, Optiver, Mundipharma Pharmaceuticals International, Kohler, Parker-Hannifin, National Australia Bank, Challenger Financial Services, CMC Markets - Global CFD Provider, Microsoft Australia, Accor Hotel Group, Corporate Experience

Education

Masters of Coaching and Consulting for Change- with distinction (INSEAD 2014)
Bachelor of Applied Social Science (ACAP-2005) - Major Counselling and Communication
Certificate 1 – Cognitive Behaviour Therapy (2004)
Certificate 101 – Transactional Analysis
Cert IV (TAE10) in Training and Assessment Education

Recent Achievements/Highlights

- Over 850 hours of individual and group coaching experience
- Coaches at CEO, CFO and General Manager level
- Coached an Olympic athlete on the Australian Canoe Slalom Olympic team towards Rio 2016
- Co-facilitated every module on a 6 month senior leadership program at Old Mutual Wealth
- Red Bull International- Coaching Area Legal Counsel - Middle East, Africa and Asia Pacific
- Implemented a coaching manager culture and change management process with two International retail companies:
 - Coaching the leadership team (group coaching and individual); and
 - Trusted Advisor / mentor to the CEO/MD and GM HR.
- Implemented an Australia / NZ coaching manager programme for national sales force of an International pharmaceutical company which included:
 - National training program; and
 - 1 day every 6 months with each state sales manager.
- Created and implemented the first Clean Language & Symbolic Modelling movement in Australia.
- Designed and facilitated a companywide conference for 3 days with + 170 people using the CCC perspective
- Co-facilitated a week-long conference for a global company in Amsterdam which included:
 - Training on change management;
 - Facilitating a 2 day Open Space Technology event; and
 - Encouraging dialogue across European, USA, Australian and British offices using Theory U and Appreciative Enquiry modalities among others
- WIN 2014 Conference in Berlin
 - Delivered a workshop on women building a leader identify
 - Coached women delegates at the conference
- Facilitated a World Cafe event with 65 people for the Australian Learning and Teaching Council

Accreditations

MAC (Association for Coaching), Cert 101 TA, NEO accredited, Clean Language and Symbolic Modelling Facilitator, Master Practitioner – Herrmann Brain Dominance Tool, CTT consultant (Cultural Transformational Tools and Values), MPACFA, MBACP, Transpersonal Coaching.

Career Overview

Date	Position	Company
July 2016 – Current	Executive Coach (Part-time)	London Business School
Aug 2004 – Current	Executive Coach – Facilitator	Lesley Symons Consulting
Jan 2007 – 2011	Partner	The Learning Partnership Int
Jan 2003 – Aug 2005	Student and various work placement roles	Sydney, Australia
Nov 1999 – Dec 2002	General Manager Outdoor Equipment	Open Sky Pty Ltd (start-up) Sydney, Australia
Sep 1992 – Dec 1998	General Manager: Tommy Hilfiger/ Aramis/Prescriptives /Crème de la Mere	Estee Lauder Companies Sydney, Australia

Other Work Interests

The Learning Partnership International - when a partner at The Learning Partnership we:

- Developed, implemented and trained university professors Australia wide on implementing research based projects - trained on leadership and communication skills;
- Commissioned by The Australian Learning and Teaching Council;
- Outstanding evaluation feedback over 4 years.

Other Relevant Positions

L'Oréal Paris – Marketing Director Sydney, Australia & Helena Rubinstein brand, London
 Selfridges Department Store - Floor Manager Fashion-Second Floor, London
 Edgars Retail Stores, National Buyer - Intimate Wear, JHB, South Africa.

Board Experience

Stirling Court Management Company PTY LTD	London, England
Director- Stirling Court Management Company PTY Ltd	2011 – Present
Bondi Youth Accommodation Service	Sydney, Australia
Board Member - Deputy Chairperson	June 2006 – end 2009

Memberships

- Women on Boards – NFP
- Association for Coaching – Member
- BACP (British Association of Counsellors & Psychotherapists) - Psychotherapy & Coaching division
- PACFA - Clinical Member

Volunteer Work

On Purpose - a business where society profits Business Coach	Current
NSW - Department of State and Regional Development Women in Business Program - Mentor	May 2006 - End 2010

Publications

- Association for Coaching published articles, Coaching Perspectives, "[Five things living with Alzheimer's has taught me about coaching](#)" (2016); "[Women's presence in business school case papers](#)" (2017)
- INSEAD EMCCC Annals of Practitioner Research. Part 2, Into the Labyrinth "[Women in Business School Case Studies](#)" (2016)
- Harvard Blog 2016 – "[Only 11% of top business schools case studies have a female protagonist](#)"
- "Postcards from Down Under" (2013) Guest wrote a chapter in a ground breaking book on the practice of an integrative coach-psychotherapist approach published by Routledge UK- Personal Consultancy by Dr Nash Popovic and Debra Jinks (2013)

Social Networks and Web Presence



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lesleysymons.com