

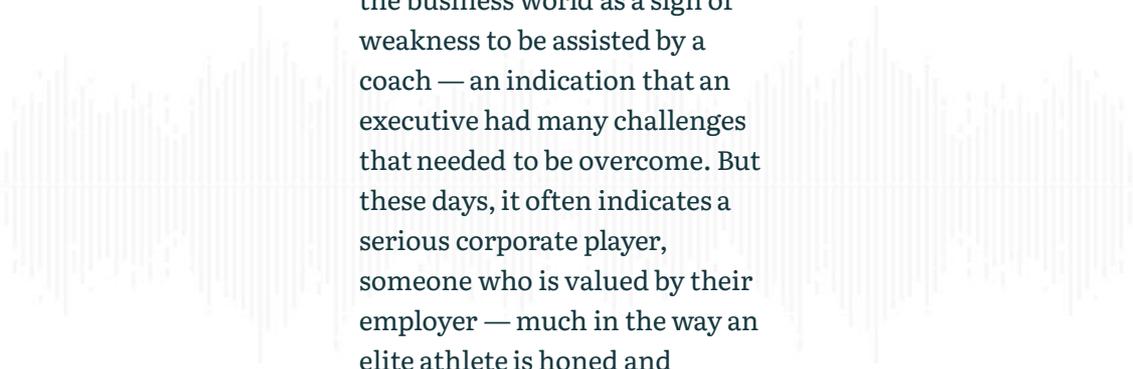


EXECUTIVE COACHING

Developing high potentials and leadership talent

TEMPLARADVISORS.COM

TEMPLAR



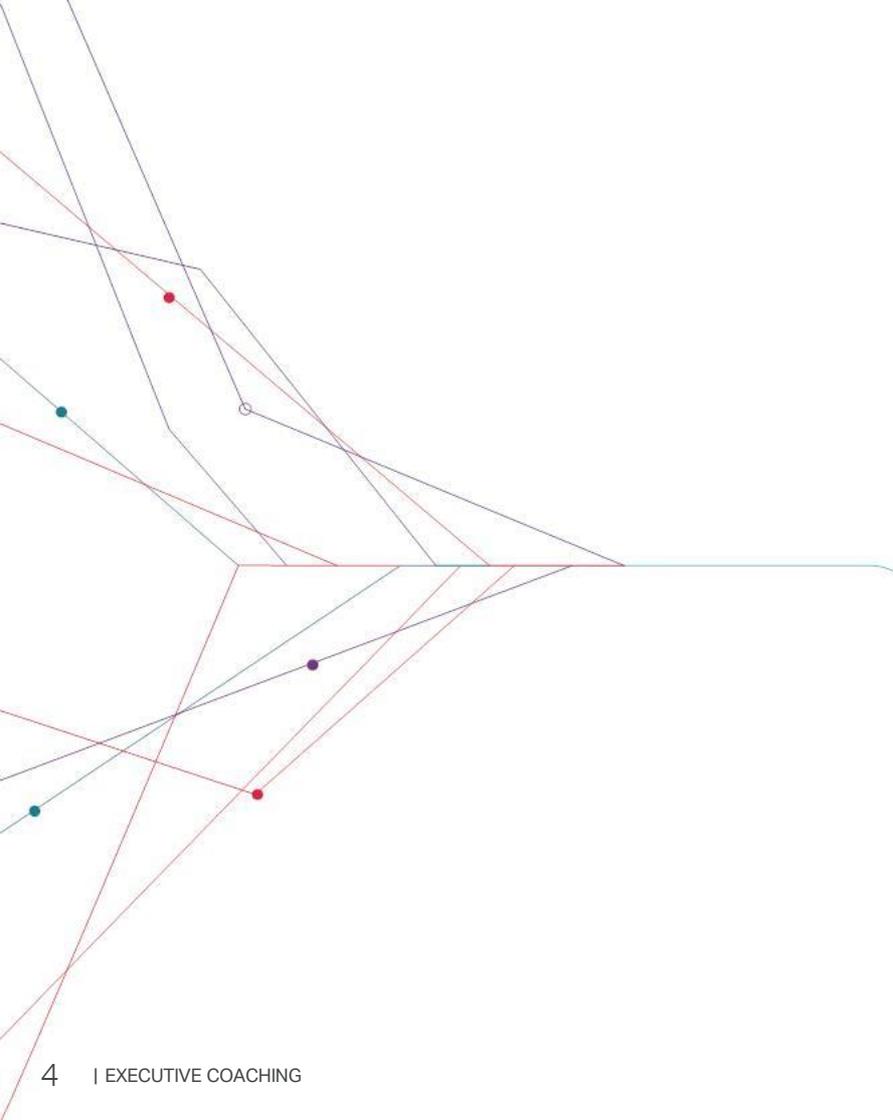
“ Until only a few years ago, it might have been seen by many in the business world as a sign of weakness to be assisted by a coach — an indication that an executive had many challenges that needed to be overcome. But these days, it often indicates a serious corporate player, someone who is valued by their employer — much in the way an elite athlete is honed and sharpened by a personal trainer. ”

The Financial Times - Jan 2020

WHY HIRE A COACH?

Here at Templar, we believe in the power of coaching to transform individual, team and organisational performance. All Templar coaches share this vision and are selected based on their impressive and relevant backgrounds.

- Increase personal effectiveness and performance
- Develop high potentials and leadership talent
- Facilitate career and life transitions
- Work with a trusted partner and sounding board
- Sharpen focus on the future and ambitions
- Navigate uncertainty, develop resilience and resolve conflict
- Support managing private or professional relationships
- Create a space for self-reflection and personal development
- Discover new personal or professional direction

An abstract graphic on the left side of the page consists of several thin, intersecting lines in shades of red, purple, and teal. Small dots in these same colors are scattered along the lines. A thin teal line extends from the right side of this graphic, forming a tail that points to a circular callout box on the right.

We believe the key to coaching lies in helping clients generate their own insights. Doing so starts a dialogue that has the power to transform what is possible.

Our experience as consultants and advisors across a broad spectrum of clients informs our practice as coaches and enables open, transformative dialogue. We believe that growth and sustained change can only happen when the individual has both the skills and the mindset to release them from their limiting beliefs and behaviours.

Templar have a long-standing reputation for delivering tangible results; this is our mantra as executive coaches. We offer clients an unjudging and reflective space, allowing them to fully and practically explore their options and achieve clarity around their goals.

**A clear mind
supports a
sharpened sense
of purpose,
effective decision
making, higher
productivity and,
ultimately, better
results.**



HOW DOES IT WORK?

Our approach typically starts with a brief, followed by chemistry conversations to determine which of our coaches is the “best fit”.

Our coaches draw on a broad suite of established coaching models, from Psychodynamic coaching to GROW and Co-Active. We can also leverage the self-reflective tools of DiSC and the Hogan development series, as well as 360 evaluations and peer conversations.

Demonstrating a return on investment (ROI) comes by clearly agreeing with the coachee at the outset what a successful outcome will look like. At the start of each session we review progress toward the agreed goals and continue to revisit progress throughout the programme.

We recognise our clients have busy lives, so we make sure our coaching is offered in a range of formats to suit individual needs.



Face to Face



Video Conference



Telephone

**WHAT
DIFFERENCE
DOES HAVING A
TEMPLAR
COACH MAKE?**

“ As executive coach to some of our senior managers, he has provided a programme of highly tailored, intelligent and successful sessions over a 6 month period. Intuitive and responsive yet thorough, the sessions struck a balance between reflection & creative challenge. These are not every day coaching sessions and the benefits have been wide ranging enabling staff to identify their priorities, purpose & skills set. I recommend. ”

Head of Public Governing Unit

“ My coach has been a critical and trusted resource throughout my leadership journey and his multi-faceted approach to executive coaching is formidable. It allows to highlight hidden strengths and to unpack the root cause of weaknesses. I would be happy to recommend them to any business leader tackling issues revolving around communications, transformation and strategic thinking. ”

CEO, Corporate Foundation

“ I have benefited enormously from my exec coaching with Templar both professionally and personally. My coach really helped me focus on key areas at work that were blocking my enjoyment and engagement. He very skilfully helped me see how I had allowed situations at work to undermine my self-confidence, which paralysed my ability to make decisions. I have tackled some thorny, long standing issues and I feel totally re-engaged and much more confident in my ability as a leader. Once I had the insights I needed, I found I could do things confidently without being burdened by procrastination and doubts. ”

CEO, Charity

“ Allowing dedicated time and space to share and talk through ideas - out loud - with a sounding board was great fun and fascinating. It was insightful, empowering and we just got on with it. The fact that I'd 'said it out loud', to someone else and said what I was going to do by when meant I did it. I was accountable. If I had any doubts or wobbles, my coach led me on a course to remind me that I already had everything I needed and I was already doing what I'd dreamed of. ”

Female Entrepreneur

WITH OFFICES IN
5 COUNTRIES

OUR COACHES

ARE ABLE TO WORK
WITH OUR CLIENTS
GLOBALLY.





DIVYA AHLUWALIA

Divya is a certified executive coach who draws on over a decade of global commercial experience running multi-million-dollar businesses/brands for Unilever, Heinz and Glaxo SmithKline.

As a former marketer Divya brings creative tools to her coaching taking coachees beyond just logic to surface deeper insights. Her creative flair and solid business experience provide a practical perspective that enables achievement of short-term goals while creating lasting behavioural shifts. Clients gain clarity on their personal vision, develop an awareness of the limiting beliefs that impede growth and transform that into the certainty of confidence. Divya is deeply committed to unlocking

confidence in her clients. With this commitment, she brings fierce courage to her sessions challenging her clients to enlighten them with deeper self-awareness.

Divya has designed and led 1:1 coaching, leadership development programs and programs to radically sharpen communication effectiveness. In 2019, Divya worked with 22 organizations across 10 countries. Select clients have included:

Head of Top 20 Asset Management Firm, Vice President for luxury retailer, Cohort of Emerging leaders for a technology company, Partner at Top 5 Law firm, HiPO Women leaders at leading international bank, Founding

Partner of a consulting firm.

She is a Certified Professional Co-Active Coach (CPCC) with Coaches Training Institute (CTI) as well as certified in Advanced DISC and the Hogan Assessment series. Divya has over 5yrs experience designing and leading leadership communication programs as well as communications coaching for the coveted Women's Foundation Mentoring Program.

Divya is based in Hong Kong and speaks English and Hindi.



KIRSTY REYNOLDS

Since 2016, Kirsty has worked at Templar Advisors as an executive coach and consultant, supporting individuals and teams on their communication needs, from developing executive presence to negotiation skills. Her approach is highly pragmatic, developing actionable and insightful results with her clients.

She is the lead on Templar's Women's Development Series in Europe, where she specialises in 1:1 and team coaching work. Kirsty is an accredited executive coach, Advanced-DiSC certified and teaches on the Executive MBA programme at the London Business School. Kirsty's coaching combines her supportive, reflective style with a

strongly results-focused approach. Through challenging and encouraging clients to define and own their own coaching outcomes, Kirsty helps them to reach greater levels of professional performance and well-being. She works creatively with clients, fostering an environment for sustainable and positive change.

Kirsty works with a broad range of clients across financial and professional services, as well as those in the media sector and entrepreneurs. Her specific area of interest is developing resilience, working pragmatically with clients to manage stress and grow through change. She also specialises in working with women at different stages in their careers, understanding

the specific challenges that they may face in the workplace and working with them to create a space to honestly explore and navigate those challenges.

Before joining Templar, Kirsty worked at Citi, UBS and Deutsche Bank, in both London and Paris, in credit sales and leveraged debt capital markets. This experience across the banking spectrum and her in-depth knowledge of financial services make Kirsty a first-class partner for clients in the industry. Kirsty studied languages at Oxford University and spent a year at Pavia University in Italy.

Kirsty is based in London and speaks English, French and Italian.



JOSEPH BIKART

Joseph is a founder of Templar Advisors based in London, and one of the firm's Partners in North America and Asia. Prior to this, he was a senior consultant in another communications group, and an investment banker for BZW and Citibank, with experience in Equity Capital Markets and Structured Finance.

During his career, Joseph has specialised in financial presentations. He runs Templar's Global Investor Communication division, advising issuers on their IPO communication and corporates and PE firms as part of their M&A deals. He also conducts coaching sessions and training seminars at blue-chip organisations including most leading Investment

Banks as well as Private Equity and Asset Management firms. Joseph is an executive coach and qualified as a Senior Practitioner following his studies at the Tavistock (Systems-Psychodynamic Coaching) and at the Institute of Psychoanalysis in London. Joseph's approach to executive coaching explores the different types of pressure clients experience, both 'above' and 'below the surface'. This goes beyond the personal dimension, to look at how the client's role within the company, as well as factors affecting the organisation itself may affect their outlook and performance.

He teaches at the London Business School on the MBA Programme, and

at ESCP as part of the M.Sc. in Digital Transformation and Leadership. In 2019, he published the award-winning book "The Art of Decision Making".

Joe holds a Master's in Management (Hon) from ESCP and is qualified by the SFA as a registered representative.

Joe is based in London and speaks English, French and Italian.



PAUL MINX

Paul has spent over 15 years in senior positions in global financial service firms, most recently as Head of Leadership and Talent Development at Morgan Stanley.

During his time at Morgan Stanley he executive coached and career coached, as well as held line management responsibilities in investment banking, technology and the HR business areas.

Since leaving he has coached over 200 individuals and run numerous senior leadership programmes in a broad spread of financial and non-financial firms.

Paul Minx holds a Masters degree from Yale University. He also holds a

certificate in executive coaching and mentoring from Oxford Brookes University, and a certificate in leadership and organisational effectiveness from Roffey Park in the UK. He is certified in Hogan, MBTI and Firo-B, among other psychological instruments.

He has also lectured at Columbia University in New York and speaks about leadership at corporate events.

Paul is based in London and speaks English.

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