**Gerry Reffo, CMG**

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**Profile**

An accredited executive coach working with leaders in government, academia, and the private sector to support them in achieving strategic objectives, enabling positive change, achieving career goals and personal development. Focused on creating strong relationships and supporting others to make a positive difference. Co-author of ‘Leadership PQ’ helping leaders deliver complex outcomes involving multiple stakeholders in government, industry, and the voluntary sector.

**April 2009 – Now – Coach, Facilitator, HR Consultant, Volunteer**

* Executive Coaching of senior civil servants and participants in future leaders’ programmes in numerous government departments. Outside central government coached clients in a range of disciplines including aviation, travel, banking, communications, academia.
* Developing and delivering best in class bespoke assessment centres to identify future senior leaders, transform leadership capability and build an appetite for development.
* International developing senior and future leaders in Kuwait, Jordan and Oman; advised on Civil Service reform in North Macedonia.
* Thinking Ahead - co-authored ‘Leadership PQ’ published in 2014. Shortlisted for CMI management book awards.
* Voluntary HR member of Nominations and Appointments Committee of the Alzheimer’s Society recruiting Chair and Trustees to the Board (5 years); HR Advisor to Disasters Emergency Committee (2 years); Parish Councillor (7 years).

**Coaching Approach**

* Follows a relational coaching approach which emphasises building trust and confidence so that truly honest conversations happen. Most leaders are handling complex issues with multiple stakeholders. My role is to help them find the best way forward by listening, challenging, supporting, and sharing learning from elsewhere.

**2003-2009 – Head of Learning and Development (senior civil servant), Foreign and Commonwealth Office**

* Pioneered rigorous assessment for leadership positions, developed and brought to life a competence framework, created a suite of leadership development programmes, set up an internal and external coaching faculty. Staff feedback on the quality of leadership and management moved from amongst the weakest to being amongst the top performers across the civil service.

**Professional Qualifications**

• MBA

• NLP Practitioner

• Ashridge Business School trained and accredited coach – EMCC validated at senior practitioner level.

• Psychometric Tests - MBTI Part I and II, FIRO B practitioner.