



# Shona Horsman

## Associate Consultant



Shona has been coaching people to learn, grow and perform in business and sport for over 20 years. A Cambridge graduate and published researcher, her early career was in Sales with Procter & Gamble. She also has valuable experience leading a start-up company which grew to 50 people in under a year, and is still growing strong.

As a coach, Shona has had the privilege of working with Olympic and Paralympic athletes, her own sport being rowing. She has worked alongside Royal Marine Commandos training leadership and team-building, the principles of which are directly applicable in business.

In her spare time, Shona works pro bono with charities. Occasionally she can be found up a windswept mountain with her Geography teacher husband, helping Duke of Edinburgh Award kids learn how to read maps.

### Specialist areas

- Executive Coaching
- Leadership Development
- High Performing Teams
- Mental Toughness and Resilience
- Handling Change (the emotional and psychological aspects)
- Organisational Dynamics and Engagement

### Selection of Shona's Client Experience

- Coca-Cola Enterprises – Senior leadership development
- Hope for Children – Coaching the Chief Exec and running Trustee away days
- Lloyds Banking Group – Change Leadership and Leadership Communication programmes
- Makro – Executive development centre with coaching and psychometrics
- Nestlé – Executive coaching at Director level and Leadership Development programmes
- Novartis – Bespoke support for the Executive team during a major restructure
- Visa – Talent programme and individual coaching