

# Paul Swift

**Personal & Business Coaching**

## CV



**Name:** Paul Swift  
**Position:** Director – Paul Swift Coaching Ltd  
**Nationality:** British  
**Qualifications/ Memberships:**  
Member Institute of Personnel and Development UK  
Affiliate member British Psychological Society  
Diploma Ontological Coaching  
Psychometric testing: Levels A+B – licensed user of MBTI/FIRO-B diagnostics  
Licensed user of OCI and LSI culture change diagnostics  
  
United Kingdom Counselling and Psychotherapy (UKCP) registered psychotherapist  
MA Psychotherapy and Counselling  
Advanced Diploma in Existential Psychotherapy

## Summary of Key Experience and Responsibilities

Senior leadership coach and development consultant with significant experience in leading, facilitating and designing programmes of change, education and training throughout the private, public and voluntary sectors. Leads own coaching, training and consultancy business as well as a private psychotherapy practice.

### Main areas of expertise:

- Leadership development and coaching
- Senior team development
- Change management and organisational development
- Business and leadership education
- Career and outplacement coaching
- Diagnostic design and management i.e. 360 feedback, culture and team effectiveness
- Personal psychotherapy and counselling

## **Recent experience:**

### **Director, Paul Swift Coaching Ltd    November 2003 to date**

Retained coach and consultant to **Firstco Ltd**, telecommunications and control room technology consultancy, providing potential assessment feedback, leadership coaching, mentor training, and facilitation to senior team in London and Muscat. Duration of assignment four years and ongoing.

Retained coach to **Prudential**, providing assessment and coaching services to senior managers since 2011.

Retained coach to **KPMG**, providing coaching to other coaches.

Senior coach and consultant to the **Terminal 5 Construction Programme** in London, UK, 2001-2006. Responsible for the facilitation and development of multi-company teams across all phases and stages of this £4.2 billion project. Collaborated on the creation and management of a Programme specific coaching strategy and on the implementation of a senior team development programme. Designed in-house mentoring programme for senior leaders. Retained as a business coach for the duration of the Programme and personally accountable for the coaching of over 175 senior executives from the client, **BAA**, and first tier supplier companies including **Laing -O'Rourke, AMEC and Balfour**.

Individual Coach to a range of senior executive clients in the following organisations: **National Health Service (England), BDO, UK Highways Agency, IASB**.

Retained coach to the senior technology leadership team in **Michael Page International**, a global resourcing business, providing leadership coaching to exec team designing and implementing a global process and systems change programme

Associate consultant with several consultancy companies, providing **leadership development training, facilitation and coaching** to senior executives in the Oil and Gas industries: clients include **Chevron, Total, Technip, and Acergy**

Senior coach to **PriceWaterhouseCoopers**, supporting the business and leadership development of 10 partners, directors and senior managers in the UK and global firms

Development coach, facilitator and consultant to the Board of Directors of **Geoffrey Osborne Construction**, providing Board level coaching and team effectiveness to an English construction business

Team development and leadership coach with **Turner and Townsend Ltd**, working with clients to provide specific people development interventions for London Underground Ltd

Designed and developed existential coaching programme for **Regent's College**, London. Made member of coaching faculty

Co-lead programmes for Scottish senior managers – "**Leading Breakthroughs at Work**" – enabling individuals and teams to learn and utilise skills in relationship building and communications to affect change.

Recent presentations on leadership, conflict, and change to senior managers for **Royal Mail, Laing-O'Rourke and PricewaterhouseCoopers**

Set up a city based coaching and therapy service in London – **Talking Works**

Designed and delivered management and leadership programmes for **Davy's of London**, focussing on team effectiveness and communication skills to support a culture change programme

Team coach and personal coach to **Open Book**, a London based charity aimed at improving the lives of ex offenders and ex-addicts by helping them back into education

Voluntary leadership coach to **Save the Children, Cancer Research UK, MacMillan Cancer** and the **Motor Neurone Disease Association**

Recent articles published include existential coaching and communications and change

Own private practice of personal clients – c.20



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## References

"Paul quickly gained the confidence of our Board. His deep insights and his quietly persistent approach enabled us to face up to some important issues. We are a more effective team as a result of working with Paul."

**Simon Murray, former Chairman, Geoffrey Osborne Ltd**

"Paul and his colleagues have worked with Michael Page as both facilitators and coaches, and have helped us as a team really understand where we could work together more effectively as well as make a much more positive contribution as individuals. Through using 360 feedback, psychometrics, specific training and one-on-one coaching, Paul has helped me see issues within my team that I was previously blind about and see ways of bringing about more beneficial ways of working. Paul is also a great confidante and a valuable source of wisdom in an often very hectic world which I very much appreciate in the time I have known him."

**David Winter, former Chief Technology Officer, Michael Page International**

Paul is someone who I have found very valuable to work with. He does not prescribe solutions or offer me quick fixes: instead he takes the time to really understand the challenges I am grappling in a way which enables me to fundamentally understand myself better. I did not want someone who would just tell me what courses to attend or books to read, but someone who could engage me in dialogue, and who could work with me through what could be often very frustrating and frank discussions on some of the most fundamental issues I have faced in my work and in my life, and let me find a way forward."

**Leon Flavell, Senior Partner, PricewaterhouseCoopers**

"Paul has provided executive coaching and support to myself and my senior team for the last 6 years, initially on the £4.3bn Heathrow Terminal 5 project, and more recently on the major re-developments planned for the Heathrow Central Terminal Area. On a personal level Paul has an ability to offer insight and understanding which in my experience is unique. At a team level Paul provides understanding of individual and team behaviours to help leaders and managers create teams equipped to deliver high performance. Paul always puts the needs of his client first, and his positive outlook and enthusiasm alone are reason enough to engage his skills when forming, re-forming or re-focussing a team."

**Andrew Wolstenholme, Ex-Construction Director Terminal 5, BAA**

## Contact details:

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