



# Associate Profile

## Rebecca Rumsey



Rebecca feels passionately about supporting people and organisations to be brilliant and to make a difference. Building trusting relationships and creating positive, safe learning environments where innovation, creativity and purposeful interactions can take place is central to her work. Rebecca believes in transforming businesses through creating empowered leaders, who are connected to their own truth and the purpose of the organization which is key. As an experienced Executive Coach (practicing since 2007) Rebecca brings the coaching experience into team and group sessions, challenging and supporting groups to find ways of dealing with conflict well and growing commitment to each other.

Before working as an executive coach and facilitator Rebecca spent 15 years working in-house with human resources in fashion retail and government funded organisations. She now has a breadth of experience working with strategic professional services, financial services, telecoms, charity sector, housing associations, engineering and food production.

Rebecca has significant experience of steering organisational change and supporting senior managers to understand and respond to people issues. Enthusiastic and creative, with a particular interest in identifying and nurturing the particular culture of each organisation, Rebecca designs HR and development plans that are tailored to fit each context.

### Qualifications/Experience

- Myers Briggs Step II
- Neuroscience & positive psychology
- Introduction to Transactional Analysis with Rosemary Napper
- Schroeder's Behavioural Events Interviewing
- Constellations for Supervisors, Coaches and Therapists

### Specialist Areas

- **Building resilience in leaders** – helping leaders prepare themselves and their teams for challenging times

- **Coaching skills for Leaders and Managers** – increasing employee engagement and motivation through present, safe and ambitious coaching conversations
- **Intact Team Development** - working with intact teams to improve their effectiveness, whether they are leading significant change or have been formed for a particular business goal.
- **Leadership Development** - extensive experience of designing and facilitating leadership programmes.
- **Team Workshops** - designing and delivering one-off team interventions to meet specific learning objectives.

*“Rebecca has been a huge help to L'Arche London. As provider of services for people with learning disabilities we face challenging times. Rebecca helped our new senior team build and unite behind a strong vision for the years ahead. I'm not sure we could have done it without Rebecca's skilled facilitation, business-like approach and sensitivity.”*

