

TIM STANYON, SENIOR ASSOCIATE, RUBATO GLOBAL CONSULTING LIMITED

Tim is an experienced coach, consultant and facilitator, who enables individuals, teams and organisations to be the best that they can be in pursuit of their objectives and dreams. He combines his diverse and extensive organisational and consulting experience with his passion to develop others and help them to bring fulfilment to their purpose. The majority of his work is in facilitation of senior teams and executive coaching. He has worked in most sectors and in many different country and company cultures.

In more recent years Tim has specialised in leadership development, designing and delivering programs and coaching interventions for middle and C-suite leaders. He is also accredited as a Mindfulness and Compassion Teacher and integrates that discipline into his wider professional practice as well as delivering stand-alone Mindfulness and Compassion programs.

He is passionate about Shakespeare and more generally, bringing poetry and story into organisational life.

"I started my career fascinated by technology and how that could revolutionise business. I then became fascinated to explore why so many projects failed! The crucial "missing" was often the people. So I started to reconsider what was needed for success and herein began my journey of self-development for the sake of enabling me to work with people's passions and enable them to be all that they could be."

WORK EXPERIENCE

- 30 years in consulting ranging from some of the biggest (e.g. PwC) to specialist niche consultancies as well as running his own consulting company
- Programme Director at London Business School
- Delivered several multi-million-pound projects building extensive experience in:
 - Designing & delivering leadership development programmes
 - Coaching, much of it at senior levels
 - Working across sectors, industries and different organisational contexts large and small

SPECIALTIES & PASSIONS

- Coach individuals and teams, in particular senior executives
- Facilitate workshops that tackle client issues and build alignment around strategy and implementable solutions
- Design and deliver leadership development events for senior leaders
- Embed deep and lasting change, on a personal, team and organisational level
- Work with individuals and groups to (re) connect them with what they truly care about

QUALIFICATIONS

- BA in English Literature and Language
- Diploma (Merit) in Change Agent Skills and Strategies (Surrey University)

ACCREDITATIONS & CERTIFICATES

- Accredited in Barry Oshry's Power & Systems "Organisational Workshop (OW)" and "When Cultures Meet"
- Barrett's Value Assessment Tools
- Hogan Executive Assessment Suite
- Point Positive Tool
- Talent Sage Executive Assessment Suite
- Trained in a variety of change and development approaches including:
 - Theory U (Otto Scharmer)
 - Ontological Coaching (Newfield)
 - Gestalt and Transactional Analysis
 - Edgar Schein's Process Consultation approach
 - Somatic work (Strozzi Institute)