

# Kevin Light

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Executive Leadership Coach & Organisational Development Consultant

## Professional CV



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## Summary Profile

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I am an established executive leadership coach and organisational development consultant who has been facilitating the development of leaders, leadership teams and organisations for the whole of my 30 year career.

Working in a wide variety of sectors in many parts of the world, I have partnered leaders in large corporates, SMEs, private-equity backed firms, owner run companies, state-run services and community organisations.

Experience as an independent consultant and coach, organisational development manager for a multinational plc and business school faculty has given me a deep understanding of and comfort with the range of issues businesses face.

Having clients in IT, Telecoms, Energy, Construction, Pharma (both private and national health), Financial Services, Hospitality, Research, Legal, FMCG, Property, Media and Sport, has provided me with a breadth of understanding of key leadership success drivers.

Trusted by great businesses, leadership-teams and individuals, I have partnered: C-Suite executives, top teams, board members, HR directors & teams, leaders of large development projects, specialist-team leads and business owners.

Although there is a great diversity among them, what all my clients they have in common is that they want to overcome challenges and achieve growth as well as possible. They want a seasoned leadership partner to help them hone their thinking, strategy & skills. That is what I do.

I have studied Psychology, Adult Development, Literature & History; am trained and maintain CPD as a facilitator and coach (Time To Think); am a practitioner of Insights Discovery & Decision Mojo; am registered with appropriate bodies (EMCC, IITD, COMENSA); and receive ongoing supervision.

# Core Competencies

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## **Leadership Development**

I've designed and delivered bespoke leadership development programmes for clients, business schools & professional associations; and delivered experiential-learning programmes in: business acumen, decision making, effective meetings, people management and leading culture & change.

## **Executive Coaching**

I am an established executive coach for individual C-Suite executives, board members, heads of HR, directors, leaders of large development projects, specialist-team leads and business owners; as well as leadership teams of businesses and corporate functions and top-teams.

## **Decision Making & Meeting Effectiveness**

These are passions for me because, in my repeated experience, they are taken-for-granted leadership skills which are, in reality, scarce. I've trained as a facilitator and collected useful tools in these areas and these have been of direct and immediate impact for my clients.

## **Diversity & Conflict**

Since learning my early facilitation skills in the context of Apartheid, I have helped leaders establish trust across differences in perspective, culture and geography in numerous parts of the world. I believe that healthy conflict enables diversity and is essential for innovative, successful leadership.

## **Culture & Change**

I've designed and run large culture & change projects, including culture shift, org downsizing, rapid growth, and mergers. Taught CM to HRBPs and exec teams and at the UCT Graduate School of Business and mentored senior leaders managing large culture and change development projects.

## **Teaching, Speaking & Writing**

The theme of leadership of self and others has informed my speaking and published writing in print media and a co-authored book on inclusivity and diversity: "Right of Admission Reserved." I've taught in various tertiary institutions, including the University Of Cape Town Business School.

# Processes & Tools

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## **Insights Discovery**

*Powerful, practical psychometric profiles and workshops which accelerate awareness*

## **Time To Think**

*Processes that produce clear thinking for individuals & leadership teams*

## **Effective People Management**

*White-labelled 18-hour interactive & practical training experience for line managers*

## **Leading Culture & Change**

*Development programme & delivery support for leaders of business, function or big projects*

## **Decision Making**

*Workshops & Coaching to enhance individual & organisational decision making*

## **Business Acumen**

*Simulated learning 'mini MBA-in-a-day' game to strengthen strategic business acumen*

## **Effective Meetings**

*Assessments, workshops & coaching to improve meeting productivity*

## **Organisational & Culture Health Checks**

*Assessments to give leaders feedback they can use to lead change & performance*

## **Adventures & Events**

*Open & bespoke development experiences for leaders and top-teams*

# Experience

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**2016 – Present: My recent & current client list includes:**

## **Investec Bank Plc, UK & Ireland**

What they do: Financial Services – Corporate & Institutional Banking, Private Banking, Wealth & Investment and Asset Management.

What I do: A member of Investec’s panel of external executive coaches I partner their internal HR, Learning & OD Team to support senior leaders and the leadership development programme.

## **Tullow Oil Plc, London**

What they do: Energy – Oil & Gas Exploration & production.

What I do & did: Coach senior leaders and mentor the head of a large culture and change development project.

## **Cuadrilla Resources Ltd, Lancashire UK**

What they do: Energy – Gas Exploration, Production & Development Projects.

What I do: Partner the CEO in developing the leadership strategy for the business, and coach the executive team as individuals and as a team. I also partner the head of a large development project which will deliver an industry and world first energy solution for the UK.

## **AstraZeneca, Sub Saharan Africa**

Pharmaceutical - multinational pharmaceutical and biopharmaceutical company.

What I do: Support senior leaders with executive coaching and 360 degree & psychometric feedback, to enhance leadership performance and career development.

## **Saratoga / Alacrity Technologies**

What they do: IT – Digital strategy & delivery and technology modernisation.

What I do: Executive coaching for the CEO and partner him to develop his business and leadership strategy and facilitate strategy sessions for his executive team, including a company merger.

### **Tullow Ghana Ltd, Accra**

What they do: Energy – Oil & Gas Exploration & production.

What I do & did: Coach senior leaders and support the HR team with OD capability. I led a large, multi-disciplinary team to review organisational performance and then designed and developed an executive leadership effectiveness intervention. I also co-designed and part-facilitated an accelerated leadership development programme for future leaders.

### **Aspen Pharmacare, Johannesburg.**

What they do: Pharmaceutical – research, production & distribution of pharmaceuticals.

What I do & did for them: I partner the Head of HR to develop the dynamics within his award winning team through one-on-one sessions and also facilitated team interventions.

### **Other Current / Recent Clients:**

- PartnerRe, Paris
- Woolworths Financial Services, Cape Town
- Ashong Benjamin & Associates, Ghana, West Africa
- The Hatchery & Beanstalk Online Investments, Cape Town & London
- The Kitchen, Cape Town

### **2013 – 2015: Group OD Manager, Tullow Oil plc**

- Managed a team responsible for Talent, L&D and OD.
- Coached senior leaders in the Corporate Centre and Business Units
- Provided OD consultancy across the company, including large organisational change management projects, mergers of functions and businesses, and leadership strategies.
- Mentored the HRBPs to develop their OD capability.

### **2009 – 2012: Independent Executive Coach & OD Consultant**

- Tullow Uganda Ltd, Kampala, West Africa; 2012
- South African Music Rights Organisation (SAMRO); 2011
- MTN (Mobile Technologies Network); 2009 & 2010

*Please contact me for details of experience older than 10 years and/or professional references.*

# Qualification & Certification

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**Proven Experience** 30 years of coaching and the design and delivery of development interventions in diverse contexts, cultures and locations

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**Professional / Educational Achievements** Adjunct-Faculty Member, University of Cape Town Graduate School for Business  
BA in Psychology & English Literature (University of KwaZulu Natal)  
BTh (Hons) in Pastoral Theology, Adult Education & History (Rhodes University)

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**Professional Memberships** EMCC Member (European Mentoring & Coaching Council)  
IITD Member (Irish Institute of Training & Development)  
COMENSA Member (Coaching & Mentoring Association of South Africa)  
ITAA Supporting Member (International Transactional Analysis Association)

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**Certifications** Insights Discovery Licensed Practitioner for UK, Europe & Africa  
Time to Think Ltd Certified Coach  
Time to Think Ltd Certified Facilitator  
Decision Mojo Practitioner

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**Languages** English (Excellent); Afrikaans (Functional); isiZulu (Basic)

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**Continual Professional Development** Ongoing personal & professional development with:

- Insights Ireland
- Time To Think Collegiate
- Decision Mojo

Regular supervision & mentoring

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