



Bernard Chanliou, MCC, and MA HRM with thesis on Coaching and the impact on work related skills; **ICF Ireland Coach of the Year 2015**
Dublin, Ireland and London, UK
English and French (global expats), bilingual

Summary

Bernard is a sought-after Executive Leadership coach and OD Change Management consultant working from the CEO level on down. He has helped hundreds of senior leaders in the last decade (directors and above) accelerate their careers and achieve business objectives in a wide range of industries.

He describes himself as a "practical hands-on businessman." Bernard is well-known for his expertise and emphasis on practical applications which makes him a resource for leadership, team and culture development,

change management, interpersonal skills and organizational analysis.

Bernard's background includes 15 years in the high-tech sector with global Fortune 500 firms, reaching board level, where he executed in strategic sales, and operational collaborative leadership roles throughout Europe, Middle East and Africa. This period led him to reside in seven countries on three continents (Europe, Asia, and USA) where he commanded a proven track record in Pan-European channel sales and operations design and development with excellent project and influencing skills and the ability to drive change and influence cross functionally.

Coaching Experiences (Individual and Teams)

- ✚ Global COO, Medical Device Industry – improved his working relationship with corporate CEO and executive presence within his business unit.
- ✚ EMEA SVP Sales & Marketing, Commercial Aircraft Leasing – transition developmental leadership and he got promoted to the global senior management team, reporting to CEO of division.
- ✚ Global VP Operations, Aircraft Engine Leasing – improved his leadership skills by both managing upwards, with his peers in the SMT and by building a stronger operations team
- ✚ Global CTO, Financial Services – improved his influencing skills managing his internal and external stakeholders in a highly volatile environment
- ✚ MD Germany, Medical Device Industry – enhanced his executive presence and inter-personal skills managing his local business unit
- ✚ CEO, Insurance – polished his inter-personal skills and cross-cultural working relationships in a highly matrix organisation
- ✚ Global Operations Team, Financial Services – future proofed the biggest division during a global merger by institutionalising change leadership and innovation practices
- ✚ School SMT, University Education – the school re-established its reputation as a leader within its ecosystem at home and abroad.
- ✚ Supervision Team Leaders, Disposable Medical Device – increased the level of expert leadership agility through cross functional activities, delegation, time-management, purpose, communication, influencing, trust....
- ✚ Horizon Europe (EASME) – member of the EIC business coaching panel – business innovation coaching with the EIC Accelerator empowering SMEs in their efforts and challenges towards successful commercialisation of their innovation (TRL 6-9).
- ✚ Sales Managers, Pharmaceutical industry – rolling out a sales coaching culture with direct sales force of Fortune 500 affiliate in France (150 sales managers)
- ✚ European Telesales Function, IT – design, facilitation and rolling out of a consultative sales coaching programme for European telesales team with main data centre and colocation provider.
- ✚ U21 Professional Provincial rugby team in Ireland – mental fitness programme followed by 121 coaching

Fortune 1000 and Startups Client list includes:

GE Capital Aviation Services (GECAS), Shannon Engine Support LTD, Eurocontrol, Boeing, Involi SA, Beckman Coulter Diagnostics Limited, DiaSorin Ireland, Merit Medical, Pfizer Pharmaceuticals, Bio Medical Research (BMR), ICON Clinical, Roche, Boston Scientific, Amgen Bio, Pioneer Investments, AIB Corporate Banking, Amundi, AXA MPS, Aviva, Liberty Insurance, Klarna, University College Dublin, Enable Ireland, Enterprise Ireland, Serco Group Plc, Telehouse UK, Equinix Group Ltd, Lionbridge, SAP, Apple, Microsoft (Global), Cloudera International Ltd, Artomatix, Hertz Europe, Dyson Ireland/Benelux, Flutter (Gaming), NeveXN Srl, Delivery Hero, Breitling SA, Connacht Rugby...etc

Areas of Coaching / Coaching-Mentoring Expertise:

Bernard is a C-Suite Executive Leadership Coach and Team Coach (>5000 hrs Client Coaching Log)

Coaching engagements range from First-90 days on boarding (transition leadership; behavioural performance coaching; developmental leadership coaching; long term Systemic/organizational Team coaching; strategic alignment; change readiness; leadership team alignment; sales team achievement and business innovation / Investor Readiness assessment, especially with TRL 7-9 series A start-ups.

He's also a member of the Xenergie faculty with its Advance Diploma in Cultural Transformation through Systemic Team Coaching, a 24- months ICF/AC approved programme and is a Belbin Master trainer.

Business/Leadership Experience:

- ✚ As CEO / Founder of a niche Organisational Development (OD) Coaching consultancy service provider
- ✚ As a co-owner / shareholder of an internationally traded service provider of organizational analysis, OD consulting and culture sustainability development programmes, coached and mentored hundreds of senior executives' mainly in US multinational corporations and scaled the company from start-up to growth mode.
- ✚ As EMEA Enterprise Software Sales Service Manager for Symantec, the leading internet security provider, I accomplished increased cost effectiveness and customer satisfaction by reaching 125 % of quota by coaching and managing a team of 60.
- ✚ As EMEA Indirect Channel Sales Director, for ATL/Quantum, leading disk storage manufacturer, member of the European Senior Management team, my principal responsibility was the ownership and stewardship of secondary storage solution sales mainly through the EMEA distribution channel.
- ✚ As CEE Regional Sales Manager for Tektronix now part of Xerox, I increased the region's total revenue from \$0.5m to \$15m in 4 years and set up a representative office in Vilnius, Lithuania.
- ✚ Proven track record in different regional sales roles within high-tech sector based in France.

Coaching Certifications:

- ✚ ACTC (Advanced Certification in Team Coaching) - International Coach Federation (2022)
- ✚ MCC (Master Certified Coach) – International Coach Federation (2021)
- ✚ The Mentor Coaching Group ICF MCC Mentoring, Carly Anderson (2019)
- ✚ Foundations of Great Coaching David Peterson (Head of global Coaching Google) (2019)
- ✚ IL (Intelligent Leadership) Certified Executive Coach, John Mattone (2017)
- ✚ CBT (Cognitive Behavioural Therapy) Galway Counselling Studies, Ireland (2011)
- ✚ Group Relations Conference - The Grubb Institute of Behavioural Studies UK (2010)
- ✚ The European NLP Coaching Certification Training with ITS in London (2007- 08')
- ✚ Certificate in Psychology & Counselling (IACP) (2006 - 2007)
- ✚ NLP business and licensed Master NLP (Neuro-Linguistic Programming) practitioner with the Society of NLP (2002 and 2006), Richard Bandler, co-founder

- ✚ First 90 Days coaching facilitator, Dr Michael Watkins, author of First-90 days (2005)
- ✚ Certified Executive Coach, Lore International Institute (2004)
- ✚ Occupational Testing Level A (2004) and certified in various psychometrics tools MBTi, Belbin Team Roles (Master Trainer in Ireland)

Education:

- ✚ Postgraduate Certificate in Innovation, Entrepreneurship and Enterprise (UCD, Ireland, 2016)
- ✚ MA HRM (Human Resource Management) from the National College of Ireland, Dublin, Ireland (2004)
- ✚ Bachelor's Degree in Business from ESLSCA, Paris, France (1986) – major financial banking

Affiliations:

- ✚ International Coach Federation (ICF) and Association for coaching (AC) UK
- ✚ ICF Board member Irish chapter (Volunteer): 2007-2011
- ✚ ICF Global Judging Panel (Volunteer) - Nominations for the 2016 [Prism Award Winners](#) (GlaxoSmithKline) and 2018 (HSE Ireland)

Awards:

- ✚ Best in Class Coaching Leadership Award; World Coaching Congress; February 2015. Part of overall event World HRD Congress in Mumbai, India, participated and presented 'Transformation and Business Model Innovation through Systemic Team Coaching'
- ✚ ICF Ireland Coach of the Year Winner, December 2015 in recognition of an outstanding contribution to the coaching profession in Ireland and demonstration of ongoing passion and commitment.
- ✚ Executive Masters Award (93'-97'-98') at Tektronix (This annual global sales programme recognized the top 10% of sales personnel who obtained their quota for the fiscal year).

Coaching Philosophy:

Bernard has enjoyed stimulating growth in others. He has an encouraging leadership style and is defined as a 'doer' who places great emphasis on the achievable and the immediate. His coaching style is highly intuitive at discerning people's state of mind and motives while enabling them to discover and articulate their personal vision and can be defined as developmental and results performance oriented using an adaptive coaching model. He is more interested in serving the coachee from the larger goal of total personal and professional growth. Bernard holds with the conviction that the vision is never about coaching; it is always about people living lives of radical fulfilment, balance, and aliveness.

Endorsements from clients (See my  [LinkedIn profile](#) or  [BC Team Coaching Ltd Google reviews](#) for more client references):

Bernard provided me with leadership coaching over a period of 18 months. He has excellent insight in to areas for personal and career improvement including emotional intelligence, upward and peer management, authentic leadership, and business leadership. He emphasizes accountability to ensure the changes are achieved and sustained. He has a keen ability to detect and coach behaviours that can be career derailers or prevent success as a leader within complex, global organizations. I would recommend his services for leaders and executives who want to be even more effective in their roles. **Stephen Gaston Director R&D at Beckman Coulter**

I completed an executive coaching assignment with Bernard in 2008-9. I found Bernard to be excellent in his field with a wealth of background material and techniques to hand and a very in-depth knowledge of the subject matter.
Declan Hartnett, EVP Europe and Canada Region, GECAS