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Adrian Spencer – Top Talent & Graduate Coaching



Adrian Spencer
BA ACII ILM 7

Expertise & Qualifications

- ILM Level 7 Executive Coaching & Mentoring qualified
- Associate - European Mentoring & Coaching Council (EMCC)
- Two decades of Director level change & leadership experience
- Associate of the Chartered Insurance Institute (ACII)
- BA (Hons) Lancaster University Organisational Behaviour Dept
- Prince 2 Project Management (attained at Ernst & Young)

Programme Format

- Chemistry meeting to agree on TOR.
- 4 to 8 sessions spread over 2 to 6 months.
- F2F or Zoom – phone/email support between sessions.

Insurance Sector Proposition

- Adrian specialises in ensuring people are successful in new jobs and roles giving him real insight into how graduates can be effectively supported in the early stages of their career.
- Extensive experience in supporting top talent to realise the next step in their career.
- Specific coaching and mentoring focus on:
 - Pushing emerging leaders to the next level.
 - Coaching and mentoring future Directors.
 - Supporting graduates in new roles/rotations.
- In his experience, common themes emerge with top talent:
 - Personal brand awareness and corrective actions
 - Impact and gravitas assessment requirement
 - Need for transition from operational to strategic thinking
 - Delineating between managing and leading people/agendas
 - Change delivery and taking people and teams with you
 - Stakeholder and network management
 - Business KPI appreciation (from a Board perspective)

Coaching Approach

Adrian works with people to overcome their personal weaknesses in a supportive and trusting environment. He will develop their understanding and awareness of what drives high performance and will challenge them to realise their full potential, engaging them with their strengths and agreeing tangible action plans.