



HARRY MARSHALL

ASSOCIATE

Harry has worked extensively across the Asia Pacific region and has lived in Singapore, Indonesia, and the Philippines.

Harry works with both emerging and established leaders in multi-national organisations across the Asia Pacific region who seek to understand and leverage positive leadership styles for optimal engagement and productivity, in order to influence and motivate stakeholders and team members for high performance.

TESTIMONIALS

"Harry asked the right questions at the right time, was comfortable with silence while I ruminate, and allowed me the latitude during the sessions to verbalise my train of thoughts. The result was that I became clearer about my position, and more committed to my course of action. In sum, a highly effective coach who clearly demonstrated to me the value of coaching."

- CG, SINGAPORE

"I had the pleasure of having Harry's support as my coach. I felt very supported by Harry's ability to expand my awareness regarding the topics that I was focused on. Harry was very good at reflecting my thoughts, challenging me, and using analogies, for that purpose."

- EP, JAKARTA

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Organisational Coach, IECL ▪ Results Trained Coach (NeuroLeadership Institute) ▪ Certified Employment Intermediary (Ministry of Manpower) ▪ BA (Hons) Politics & Psychology (University of Westminster)

DIAGNOSTICS

Hogan ▪ Workplace Big5 ▪ Accredited Coach & Facilitator, Post-Conventional Team Diagnostic & 360 (Holos Change)

COACHING EXPERIENCE

Harry works with multi-national organisations across the Asia Pacific region. He offers leadership, transition, career, and presentation coaching to emerging and established leaders. Harry started his journey with coaching whilst leading large and partially remote teams and today works full-time as a coach and facilitator.

COACHING STYLE AND APPROACH

Harry's style has been described as structured whilst being warm, empowering and collaborative. He is results-focused, and action-orientated. Harry is passionate about developing whole-hearted, authentic leaders and his approach in coaching is strengths-based and inspired by positive psychology and the science of NeuroLeadership.

BUSINESS EXPERIENCE

Harry's career has focused on the acquisition and development of talent predominantly in the banking, healthcare, and manufacturing sectors. He has held a variety of leadership positions managing P&L, complex client-centric solutions, overseen change and implementation projects and led large, diverse, and remote teams.

Harry serves on the board of the International Coaching Federation (ICF) Singapore Chapter and is a director and founding-member of a Singapore based theatre collective.

AREAS OF EXPERTISE

- Leadership styles and behaviours
- Feedback and dialogue techniques
- Navigating conflict, enabling (psychological) safety and resilience
- Communication and presentation skills
- Navigating bias and intercultural dynamics

PREVIOUS ENGAGEMENTS

- **Head of Brand & Communications** - coaching to support this leader's transition to a new role with particular focus on understanding and leveraging style and managing in a highly matrixed environment.
- **Regional HR Director APAC** - coaching to support navigating complex and volatile environment and building personal brand amongst peer group.
- **Head of Communications** - coaching to build assertiveness and executive presence amongst senior peer group.
- **Head of Quality Assurance** - coaching to support promotion to regional leadership team, building awareness of leadership style, skills to delegate, engage, motivate, and manage performance.
- **CFO & Partner** - coaching to manage poor performance, structuring and delivering effective feedback, external networking, positioning, and presentation.
- **Regional Managing Director** - coaching as part of senior leadership development programme. Worked with leader to define and articulate personal brand and to manage team with less 'abrasion' when under stress.