



## SATOKO GIBBS

### ASSOCIATE

Satoko is a senior executive coach, team coach and accredited coaching supervisor.

Satoko lives in Hong Kong with her husband and daughter. She spends some of her time in Japan with her INED engagement with a Japanese Insurance company.

She enjoys reading, movies, yoga, pilates and skiing.

### TESTIMONIAL

"I am very grateful to Ms. Gibbs. Coaching with her has been very helpful for me to reflect on my own mindset, behaviour, and impact. Through the coaching process, I was able to foster a relationship of trust with stakeholders, which has greatly increased the effectiveness of internal communication and contributed to smooth organizational management."

- **PARTNER, GLOBAL CONSULTING FIRM**

### QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF and Mentor Coach ▪ Accredited Coach Supervisor ▪ NLP Master Coach ▪ Marshall Goldsmith Stakeholder Centred Coach and Team Coach ▪ EMCC Global Individual Team Coach (ITCA) ▪ Conversational Intelligence Coach ▪ Narrative Coach ▪ Member of HK International Coaching Community ▪ Founding member of ICF HK Chapter

### DIAGNOSTICS

Hogan ▪ LEA 360 ▪ FIRO-B ▪ MBTI ▪ PRINT

### COACHING EXPERIENCE

Satoko is an experienced executive coach, having worked with international leaders in Japan and across the Asia Pacific region for over 14 years. She has worked with many Fortune 500 companies, supporting their leaders and their teams to enhance their effectiveness and transform their leadership. She has coached leaders across various industries including finance, IT, healthcare, professional services, consumer, and luxury goods. Satoko works with senior executives and high potentials to unleash their ability to perform and grow to reach the next level of leadership.

### COACHING STYLE AND APPROACH

Satoko has deep experience in many different coaching systems including (but not limited to) behavioural coaching, stakeholder centered coaching, narrative coaching, conversational intelligence coaching and NLP coaching. She integrates those methods and flexes her style to fit the client's needs. Together with the client, she explores deeply, finding out what inter-intrapersonal dynamics work, and how to make a shift for the leader to become more effective in given environment. A coaching engagement with Satoko is challenging and reflective and fun and creative (when appropriate). Satoko provides and holds a safe space for learning and reflection.

### BUSINESS EXPERIENCE

Satoko has over 20 years of experience in corporate strategy and in management in Japan, the US and Hong Kong. She is one of few Japanese female executives who has worked both in Japanese and global organizations from strategy to implementation in cross-cultural environments. Her corporate background includes working as CEO and Chairwoman for Shiseido and being the first female Executive Officer in Oracle Japan. Previous career tenures include long-term Credit Bank of Japan, McKinsey & Company and NARS Inc. Satoko currently serves as an independent Non-Executive Director at Daido Life Insurance Co. Ltd.

### AREAS OF EXPERTISE

- Leadership for high potential leaders
- Conversational Intelligence coaching for leaders and teams
- Global Systemic Team Coaching
- Stakeholder centred coaching for successful leaders
- Cross-cultural coaching and cultural intelligence

### PREVIOUS ENGAGEMENTS

- **Partner, Consultancy** - leader had challenges with their communication style and inclusive leadership. Coaching supported the leader to significantly improve relationships and communication with peers and members of the firm.
- **CEO, Finance** - coaching assisted by supporting the leader to successfully transition into their new role.
- **Senior Director, Pharmaceutical** - leading the fastest growing division, the leader faced challenges to balance global vs local. Coaching helped with this balance and to enhance their effectiveness in stakeholder management.
- **CFO, Auto-Parts** - counterpart was new in role and country. Coaching supported the leader to enhance their cultural awareness and leadership style.