



## STEPHANIE TAIT

### ASSOCIATE

Stephanie is an experienced Leadership and Executive Coach, with 20 years of experience in diverse, top leadership roles. Having been a Professional Certified Coach (PCC) with the ICF since 2010, she brings years of formal training and coaching, plus first-hand leadership and business operating experience.

Stephanie is open, sincere and values-driven. Based on her core values, she founded and manages a legacy fund which provides grants to youth-driven environmental initiatives in Canada. A former ultra-marathon runner, she now races after her two daughters.

### TESTIMONIALS

"Working with Steph made me such a better leader and professional. With Steph as my coach, I gained much better strategic vision, executive presence, ability to lead change and influence others. I'm now much more self-aware, including my key strengths and blind-spots. Through our partnership, I remain much more grounded in stressful circumstances and lead with much greater confidence."

- VICE PRESIDENT, PROFESSIONAL SERVICES

"Steph helped me to take a step back from the many pressures I was facing at work and helped me to become a much more strategic, effective leader. Having risen up in my organization from more tactical roles, I needed to work on my strategic thinking and creativity, and overall sharpen my leadership capabilities. Steph provided the sounding board I needed to increase my confidence in my decision-making, thoughts and actions."

- DIRECTOR, EDUCATION

### QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF • Coach U Certified Graduate • Master of Business Administration (MBA), Ivey Business School, Western University • Meritorious Service Medal (MSM) – Governor General of Canada

### QUALIFICATIONS

Facet5 Personality Assessment • The Leadership Circle Profile (TLC)



### COACHING EXPERIENCE

Having been in top leadership roles, Stephanie often coaches senior-level professionals seeking to accelerate their career and maximize their impact in their organization. Her clients are often at points of inflection in their career where they are aspiring to or have recently stepped into a role with greater responsibility. She works with clients on how to play to their strengths, better navigate times of change, refine their strategic thinking capabilities, and develop their own leadership style.

### COACHING STYLE AND APPROACH

Stephanie's approach to coaching is anchored in her naturally friendly, calm, and disarming style. Her demeanour makes people feel comfortable, and reduces obstacles to productive, open discussion. Leveraging her business background, she includes relevant observations to help clients create focus and structure out of competing priorities and drive toward the results they're after. Using her coaching expertise, she creates a safe space for her clients to step back from their conflicting challenges and gain the perspective necessary to take their leadership impact to the next level.

### BUSINESS EXPERIENCE

Stephanie brings two decades of experience in diverse, top leadership roles in the Professional Services, Education and Technology sectors. She has a wealth of work experiences, from running her own coaching business for senior-level professionals, working as a Senior Consultant for Oliver Wyman and Deloitte, and progressing in a global corporate training firm from a Master Facilitator for the Fortune 100, ultimately to the Managing Director. As Managing Director, she successfully led the business' turnaround during the COVID-19 pandemic.

### AREAS OF EXPERTISE

- Leadership Effectiveness for Senior-level Professionals
- Onboarding New Leaders
- Recently Promoted Leaders
- High Potential Leaders
- Women in Leadership

### PREVIOUS ENGAGEMENTS

- **Executive Director, Professional Services** - coached leader to align top-team on new long-term vision and annual strategic plan, while delivering strongly improved quarterly results. Improved cross functional collaboration with team leads, enhanced clarity and buy-in to company direction, key performance indicators and accountability for results.
- **Vice President, Technology** - coached new leader on leading in a virtual environment with a globally distributed team. Supported more effective communication style and ability to confidently lead in times of change, heightened business demands and disruption.
- **HR Director, Education** - coached to enhance organizational engagement and culture by, first, partnering with business leaders to break down siloes that had been badly impacting business performance. Enhanced personal resilience, leadership effectiveness and ability to build stronger internal teams.
- **Director, Media Technology** - coached new leader having suddenly been promoted into a role with much broader scope and greater seniority. Supported a core component of onboarding, helped counterpart to develop their own leadership style, strategic thinking capabilities, political savvy and increased confidence.