



## VERONICA ROYSTON

ASSOCIATE

Veronica is a Master Certified Coach (MCC) with the ICF and registered Organisational Psychologist with 15+ years multinational corporate experience. Veronica has expertise coaching leaders and their teams.

Veronica is an avid gardener, body boarder, wildlife enthusiast and yoga practitioner. Spending time with her husband, son, family, and friends, traveling, reading, writing and spirituality are her other passions.

### TESTIMONIALS

"I credit my promotion to Veronica's support during our coaching journey. She is very professional, committed and coaching for her is a calling not a profession."

- MANAGING DIRECTOR, MINING AND RESOURCES

"Being coached by Veronica, feels like having an honest conversation with yourself. Her coaching has greatly assisted the development of all areas of my life especially my career and the organisation I direct."

- FOUNDER & DIRECTOR, ENTERTAINMENT

"Veronica has been a wonderful guide and coach. She listens, ensures reflection takes place and challenges when the opportunities arise. She showed compassion without allowing me to hide or deflect."

- BU HEAD AND ACTUARY, INSURANCE

### QUALIFICATIONS & ASSOCIATIONS

Master Certified Coach (MCC), ICF ▪ MA with Distinction (Wits University, JHB SA) ▪ Registered Organisational Psychologist (HPCSA) ▪ Professional Coach Certificate (University of Cape Town Graduate School of Business) ▪ Certified Integral® Coach (New Ventures West San Francisco) ▪ Solution Focused Coach Training (Solutions Academy) Trained Narrative Practitioner (FMSA & Dr. Elize Morkel) ▪ Advanced Diploma in Coaching Supervision (phase 1), Oxford Brooks Business School UK

### DIAGNOSTICS

Tilt365 ▪ Magerison-Mann Team Management Profile Accreditation (TMDSI) ▪ Heartstyles Accredited Coach and Facilitator

### COACHING EXPERIENCE

Veronica coaches senior leaders and their teams across the globe to navigate change and live with more purpose and meaning. She has coached board directors, business unit heads and their teams as well as technical leaders such as scientists, actuaries, engineers, accountants, software developers, product directors, CEOs of start-ups and emerging leaders, both face-to-face and virtually. She provides her clients with the space and time to step out of habitual busyness and connect with what matters most and make significant shifts in how they lead and live their lives, leading to greater success and fulfillment.

### COACHING STYLE AND APPROACH

Veronica builds strong partnerships that enable open exploration and deep reflection. Her approach is personally meaningful, and business focused. She cuts through complexity to get to the core of issues and is focused on long-term sustainable change. She looks holistically at how the counterpart thinks, feels, and responds within their environment, and helps them build capacity to respond more effectively.

### BUSINESS EXPERIENCE

Veronica has held senior leadership roles in financial services and management consulting in South Africa, the UK, and Europe. She was a founding member of an e-commerce start-up in early 2000. Industry experience includes financial services, fin-tech, mining & resources, oil and gas, technology, professional services, media & entertainment, education, ed-tech, healthcare, and provincial government.

### AREAS OF EXPERTISE

- Executive and leadership coaching in complex systems
- Transition coaching to a new or expanded role or organisation
- Coaching for executive presence and impact
- Career coaching at key decision points
- Work-life integration
- Coach training and mentoring

### PREVIOUS ENGAGEMENTS

- Managing Director, Global Miner - executive coaching to support strategic review and implementation of long-term strategy.
- ESG and Transformation Director, Global Miner - executive coaching to manage expanded portfolio and lead business transformation.
- Technical Director, Global Miner - coaching to think strategically, improve EQ and lead through others rather than own direct efforts.
- Sales Leadership, Financial Services - team coaching to improve market share.
- Financial Services - senior leaders and executive women to improve impact and advance careers.
- COO and Chief Academic Officer, EdTech - leadership coaching to transition effectively into the organisation and restructure teams.
- Financial Director, Oil and Gas - executive coaching to improve presence and leadership impact.
- Managing Directors and Team, Global Direct Sales - executive and team coaching through organisational change and strategy execution with a focus on team effectiveness and wellness.