



Jason Benham

Jason is based in Mumbai, India and has been working as a credentialed organisational coach since 2019. With his focus on individual coaching, Jason has partnered with leaders from a variety of organisations in the private and not-for-profit sectors. Before moving into coaching, Jason's background was in communications.

Jason enjoys learning languages and speaks Arabic, French and Hindi. Jason's other passions are travelling, and mountain trekking. Jason is a big foodie, avid reader, and keen sportsman. He regularly plays cricket, football and enjoys running. In 2023, he ran the Ladakh marathon, one of the world's highest races at 3,500m altitude.

TESTIMONIALS

"Working together with my coach, Jason, I realised that many of the issues I was facing in my work stemmed from a lack of clear vision towards fulfilling my role as a leader in my workplace and organisation. Following the coaching sessions, I have found myself feeling more confident in my work environment, speaking up on important matters in team meetings, and taking the initiative and leading where there are clear gaps that need filling. My leadership journey is a continuing process. The idea that I can become and must inevitably transition to being a confident leader is an affirming realization which gives me direction and purpose, and for this I am grateful."
- SENIOR EVALUATION SPECIALIST, ASIAN BANK

"Working with Jason was a very rewarding experience. As a senior leader, I was struggling with prioritisation, and constantly feeling overwhelmed. Jason was able to walk me through what felt like a messy set of thoughts and help me identify clear goals and build healthy work practices. Jason invests deeply in each client and often checked in after our sessions to make sure I was sustaining progress. He is empathetic and very structured in his approach."
- DIRECTOR AND RESEARCH FELLOW, ECONOMIC THINK TANK

QUALIFICATIONS & ASSOCIATIONS

Associate Certified Coach (ACC), ICF ■ Accredited Organisational Coach, IECL

COACHING EXPERIENCE

Jason has worked with leaders at banks, social enterprises, technology companies and think tanks. He coaches face-to-face or virtually. He has experience in coaching counterparts transitioning to new roles, developing high-potential talent, coaching for developed performance, and coaching to improve communication skills. He collaborates with coaching counterparts to increase individual self-awareness, communication and responsibility and unite the goals, aims, interests and values of the individual with the organisation.

COACHING STYLE AND APPROACH

Jason uses a strengths-based, whole-systems approach when coaching. He combines this with evidence-based research and practices from narrative coaching and positive psychology. His style is engaging, warm and collaborative and he invites coaching counterparts to engage in reflective, yet challenging conversations.

BUSINESS EXPERIENCE

Jason's clients benefit from his global experience and ability to work across cultures. Prior to India, Jason spent several years working in public relations, media relations and corporate communications roles for Manulife in Hong Kong and General Motors in Dubai, focusing on Asia and the Middle East. He began his career in London in journalism, covering energy markets for Platts (now S&P Global Platts). He then wrote about business and politics across the Arab world for Reuters news agency. Major assignments took him to Iraq, Saudi Arabia, and Sudan.

AREAS OF EXPERTISE

- Coaching high potential talent as part of a development program
- Coaching for enhancing performance and wellbeing
- Coaching for developing communication skills
- Coaching as part of leadership development program

PREVIOUS ENGAGEMENTS

- Senior Investment Specialist, Asian bank – coaching helped the counterpart improve how she was communicating with her team.
- Associate Director, global EdTech company – coaching helped the counterpart to develop his overall leadership skills.
- Executive Directors, global investment bank – 'Leader as Coach' training enabled them to adopt a coaching approach to their leadership styles.
- Senior leaders, global software maker – 'Developing Mentoring Skills' program helped them to have more robust mentoring conversations.
- Director and Research Fellow, Economic Think Tank - coaching helped to improve delegation skills leading for more effective work practices and work-life balance.
- Program Director, Not-for-Profit - coaching helped the counterpart to recreate the stories she was telling herself about why she was chosen for her role, and ultimately built her confidence.