



CHARLES CROWL



COACHING EXPERIENCE

Charles discovered his passion for developing high-potential talent during his 13 years of diverse experience at L'Oréal Group, where he managed teams, stakeholders, and supply chains globally. In 2022, Charles transitioned full time into Talent Development Consulting, supporting multi-national organisations attract and retain high potential talent through organizational coaching & workshop facilitations. He has quickly gained diverse experience across various sectors, including banking and financial services, Big 4 Consulting, telecommunications, pharmaceuticals and healthcare, mining, energy/utilities, FMCG, education, and not-for-profits.

COACHING STYLE AND APPROACH

Charles takes a systemic approach to coaching, leveraging evidence-based models to create space for his counterparts to raise self-awareness, fully explore context and behaviour, dissect and rebuild narratives, gain clarity around ambitions and challenges, and empower them to act. Charles' strengths lie in his ability to synthesize reflections and hold space for deep contemplation. He is unafraid to play with tension to drive more insightful and inclusive outcomes.

BUSINESS EXPERIENCE

Before transitioning to coaching, Charles held various leadership positions at L'Oréal across the Asia-Pacific region. His areas of expertise include business planning, supply chain management, operations, and culture transformation. He successfully led complex project management initiatives and navigated the supply chain through the COVID-19 crisis. Charles also specializes in optimizing team structures and succession planning to drive deeper engagement and meaningful talent development initiatives. Drawing on his extensive experience with these challenges, Charles provides clients with a profound understanding of complex organizational issues and opportunities.

AREAS OF EXPERTISE

- C-suite leadership development
- Coaching talent pool for future Managing Directors
- Diversity by Design coaching program to support inclusion Initiatives
- Accelerated top talent coaching programs
- Coaching during organisational transition

PREVIOUS ENGAGEMENTS

- Pro Vice-Chancellor of First Nations: Leadership coaching to raise self-awareness, develop strategies to manage conflict, and influence key stakeholders.
- CTO of FMCG Manufacturing: Executive coaching to support during organizational restructure, developing strategies to ensure smooth transitions and drive culture transformation.
- Marketing Director: High-impact talent coaching that helped reconnect their development goals with the organization's mission and evolve their leadership style.
- Associate Director of a Big 4 Consulting Company: Leadership coaching that enabled clearer articulation of ambitions and built confidence to lead authentically.
- Financial Controller Director: Career transition coaching helping them find their voice and unique way to manage expectations and influence key stakeholder during their first 6 months on the executive committee.

LANGUAGES

English ▪ French (working proficiency)

Charles is an ICF-credentialed coach, Talent Development Consultant, and former FMCG Supply Chain Expert. With a rich background in senior leadership roles at L'Oréal across the Asia-Pacific region, he excels in business planning, operations, and culture transformation. Charles' coaching focuses on high-potential leadership development, supporting talent pools for strategic positions, and championing programs to enhance diversity and inclusion.

When he's not working, Charles enjoys the beautiful beaches and mountains of Mauritius (where he is lucky enough to live), SCUBA diving, perfecting his Chinese cooking repertoire, or traveling to visit family and friends across the world.

TESTIMONIALS

"Charles has been instrumental in guiding me through personal and professional challenges. His expertise, empathy, and experience in large multinational companies have been invaluable."

- REGIONAL SALES DIRECTOR, FMCG

"My coach Charles gave me so much confidence in my blind spots to unleash my full potential. I have been able to put in place all actions we discussed together which materialized in positive outcomes."

- HR DIRECTOR, TRANSPORT & LOGISTICS

"Charles had a huge impact on me during our six months of coaching sessions. His patient approach made me feel comfortable and helped me reach decisions on my own. Charles also challenged me to think outside the box and operate beyond my comfort zone."

- SALES DIRECTOR, FINANCIAL SERVICES

QUALIFICATIONS & ASSOCIATIONS

Associate Certified Coach (ACC), ICF ▪ Accredited Coach Level Three, IECL ▪ B Com (Economics) ▪ B Arts (French) Monash University ▪ Org Design & Management – HEC ▪ Managing Talent - University of Michigan ▪ Member: International Coaching Federation

DIAGNOSTICS

Hogan Assessments – Full Suite