

## Executive Coaching Profile



### Dorothea Ciniglio

Board Level Executive Coach

**Based in:** United Kingdom

**Languages:** English

**Qualifications:** MA MAC

Dorothea has worked as a consultant in the development of people for more than 18 years and as an Executive Coach for the last 8. Her earlier background was in search, sales and Sales Management working for the Thomson Organisation (including The Times Newspaper), and as a Director of a specialist recruitment agency.

While Dorothea has particular experience in the financial sector, she has coached at Board and Director level for individuals and organisations in many sectors, including energy companies, retail, high-tech, engineering, pharmaceuticals. She has also worked in the public sector, with organisations as diverse as the MOD, FCO, Financial Regulatory Organisations and the NHS.

### Qualifications, accreditations and memberships

- MA in Human Resource Management
- NLP Certified Coach
- Member of the Association of Coaching
- Affiliate member of the British Psychological Society
- Member of BPS Special Coaching Group
- Qualified in a wide range of psychometric tools, including California Psychological Inventory®, Myers-Briggs Type Indicator®, FIRO-B® and I6PF®.

### Selected clients

AOL  
BAA  
Canon (Europe)  
Centrica  
Clarks Retail  
Estee Lauder  
Financial Ombudsman Service  
GlaxoSmithKline  
Honda  
HSBC  
RNIB.

### Coaching style

Encouraging as well as challenging, Dorothea is keen to help coachees clarify their goals to make them vivid and compelling. The coaching agenda often benefits from the coachee deepening their self awareness and this is often our starting point. Her core guiding principle is empowerment of the coachee to find their own solutions with her help often being about acting as a catalyst and provoker of widened perspectives to add to future possibilities for change and development.

Dorothea has extensive experience in delivering intact team development programmes and facilitating workshops in coaching, feedback skills and competency-based interviewing and assessment. Additionally she has notable experience in the application of emotional intelligence to reinforce the influence of leaders and change agents.