

# **Organisational Coaching Case Studies - Roxana Bacian**

Work completed as Associate Coach with New Economy Organisers Network

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## **Case Study 1:**

### **Youth-led social enterprise working towards sustainable financial model**

Supported them to:

- \* Discuss and define core decision-making, conflict resolution and ED-I policies that are informed directly by the youth's vision for the organisation;
- \* Create reflective space for the leader of the enterprise to reflect on and develop their authentic leadership approach as well as critically evaluate their communication and interpersonal skills;
- \* Set up structures for growing the team whilst ensuring the values of the organisation would be transmitted and could be replicated in the organization by new hires.

## **Case Study 2:**

### **Consultancy moving from a hierarchical to a non-hierarchical structure:**

Supporting them to:

- \* Set up organisational processes and structures that align with the current values, capacity and capability of the team;
- \* Transition from being led by a founder to being led collectively;
- \* Embed anti-oppression and intersectionality tangibly throughout decision-making, conflict navigation and employment policy

### **Case Study 3:**

#### **Charity moving to a co-directorship model:**

Supported them to:

- \* Explore the challenges and opportunities in shifting power from one director to two and how this would impact the team, its relationships and power negotiation;
- \* Define clearer roles for each member of the team and identify areas of responsibility based on both organisational and personal development goals;
- \* Identify how the director's role and approach to leadership needed to shift in order to enable a healthy transition to co-leadership.

### **Case Study 4:**

#### **Non-hierarchical network re-starting activity after Covid-19:**

Supported them to:

- \* Design mechanisms to transfer experience and knowledge from older members of the network to newcomers;
- \* Explore decision-making models and discuss best options fit for the network;
- \* Raise awareness of each others' working styles and identify areas of growth in communication and navigation of conflict.

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