

Roxana Bacian CV

Organisational and Leadership Coach ACC

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The values we hold as leaders and organisations are hard to live by. Often it's difficult to see and feel the impact we're having, especially when under pressure. The approach I bring to coaching helps leaders and teams surpass outdated patterns and address challenges at their core so that they focus their efforts during significant periods of change.

The experience, skills and presence I bring to this work are shaped by the relationships I've been blessed with, the people who aren't afraid to keep growing. They include my therapist, supervisor, coaching managers and colleagues, partner, long-time friends and most of all, the clients I work with who are brave to cross the bridge of their lives and of their organisations.

Work Experience:

Current:

OrgBuilders, *New Economy Organisers Network* - Associate Organisational Coach

Aug 2022 - April 2024 (2.5 years)

Supported four small teams (2 - 6 ppl) in the social impact sector to navigate significant periods of change in their organisational structure and culture:

- Anti-detention charity shifting to a co-directorship model;
- Non-hierarchical climate justice network re-starting activity after Covid-19;
- Youth-led social enterprise working towards sustainable financial model;
- Consultancy moving from a hierarchical to a non-hierarchical structure.

Coaching for Wellbeing, Know You More - Associate Wellbeing Coach

Jan 2023 - Current (1 year)

Supporting headteachers in Scotland to navigate challenges around team wellbeing such as planning for difficult conversations, managing high-pressure situations, de-escalating conflict, managing work-life boundaries and inspiring healthy communication in their teams.

Transforming Conversations, Simply Coaching - Associate Coach and Trainer

Jun 2021 - Dec 2022 (1.5 years)

Facilitated training on 3 x Transforming Conversations courses, a 3 month coach foundation course for new coaches and professionals seeking to use coaching in leadership roles across Australia and the UK. This involved co-delivering pre-designed content to groups of up to twelve participants and facilitating coaching practice and reflective learning circles in small groups.

MOE Coaching Course, MOE Foundation - Supervisor (volunteer)

Jun 2021 - Current (3.5 years)

Providing ad-hoc supervision sessions for alumni of MOE Foundation's Coach Training Course.

Previous:

LGBTQIA+ Coaching, Learnest - Associate Coach

Mar 2021 - Nov 2022 (1.5 years)

Delivered 1-2-1 mentoring sessions to people in the LGBTQIA+, supporting them to explore, set and implement personal and professional goals.

Leading from Within, She Leads Change - Associate Coach (Volunteer)

Sep - Dec 2020 (3 months)

Delivered 6 coaching sessions with two leaders taking part in She Leads Change's 'Leading from Within' and 'Leading Collective Impact' programmes. Supported the participants to navigate job applications and interview processes and action professional goals.

Qualifications and Education:

Associate Certified Coach Accreditation - International Coaching Federation - June 2023

Transforming Conversations - Certified Coach Training 30hrs (CLEAR Model) - Nov 2021

Mental Health First Aid England - Mental Health Aware and Suicide First Aid - Sept 2020

MOE Foundation - Certified Coach Training 50hrs (GROW Model) - Dec 2019

MA Communication Design, Kingston University London - Sep 2011

BA Graphic Design, West University Timisoara, Romania - Sep 2009

Podcast Appearances:

Conscious Leadership for The Breakout Room, with Tim Mart, Know You More - February 2024

In the Arena: Equity for The Coaching Inn, with Kirsty Elderton & 3D Coaching - July 2022

Effective Coaching Relationships, The Coaching Scene, with Kruti Shah - May 2021

Ongoing Learning:

Trish Brady 1-2-1 Coaching Supervision - Every 2 months

1-2-1 OrgBuilders Coaching Supervision - Monthly

OrgBuilders Group Supervision - Monthly

Know You More Group Coaching Supervision - Quarterly

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