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Executive Coaching for Teams & Leaders

Navigating complex change sustainably

Roxana Bacian ACC

Executive Team & Leadership Coach

Associate Certified Coach, ICF

[Website/ LinkedIn/](#)

[Weeknotes](#)

hello@roxanabacian.com

Hello,



Roxana Bacian

Executive Team & Leadership Coach

Associate Certified Coach ICF (ACC)

In the last couple of years, I've coached four teams as an associate with NEON. The results speak for themselves: one team shifted from a hierarchical governance model to a flat structure; another shifted from one director to a co-directorship model; and another successfully re-started activity after a period of low activity during the pandemic.

In leadership, I've coached headteachers in Scotland as an associate with Know You More. I helped them increase their confidence in supporting their wellbeing and that of their teams by 43%. I bring 7yrs expertise from working in lead designer roles with startups and social enterprises in the UK, alongside having built a 6yrs robust international coaching practice and craft.

Book an intro call [here](#) or get in touch on the [website](#)

“Roxana has been a fantastic organisational coach for our team as well as coaching individual team members. She has helped us navigate a time of significant organisational change and we have come out of the other side a more cohesive team with stronger shared sense of - and processes for - working together.”

- Mark Walton, Founder and Prev Executive Director, Shared Assets

Coaching Impact and ROI:

As your coach, I will support you to:	So that:
Make the tough choice	You have the impact you want to have on the world
Choose integrity over cowardice	Your leadership and actions are aligned to your values
Grow beyond self-interest in a team endeavour	You harness the creativity and intelligence of your team
Choose maturity and managing self humbly	You can be open to learning from others and influencing others
Foster other-oriented attitudes	You create an organisation where people feel safety, trust and belonging
Take a stand in an incredibly transformative time societally	You catalyse justice and ethics in the face of AI, climate emergency and polarisation
Build togetherness through dialogue and difference	You anchor your team in strong practices of belonging and unity for when it really matters
Tolerate uncertainty with more ease	You can take action despite not having all the data and in spite of external pressures
Trust timing, to listen to the system versus act rigidly to plan	You stay listening to what is happening in the world and remain in dialogue with it

Case Study - CIC in the UK:

This past year I worked with a team of six, a CIC in the UK. We worked together for eight months during my role as Associate Coach on OrgBuilders. Our work together included:

- * 7 x 1.5hrs of online team coaching sessions with myself and the team;
- * 10 x 1-2-1 coaching sessions with the People and Culture Circle Organiser and;
- * 2 x days of in-person consultancy co-led with Carrie Magee.

Below, I've distilled the factors that I consider to have been essential to the success of this coaching work:

- a) Team's Learning Capacity - The team came into the process willing to take accountability;
 - b) Working in Partnership - We co-designed the focus and structure of the coaching work;
 - c) Frameworks & Tools - We used practical tools such as role play and aimed for practical outputs.
- Alongside this, there was a strong openness to learning from each other and rich collaboration.

In The Team's Words:

The Context (Problem):

“Our organisation has been going through an extended period of transition due to our two previous Co-Directors leaving or in the process of moving on.

We joined the coaching programme about two years into this transition, when we needed to discuss and decide upon some key aspects of how we wanted the organisation to work in future.”

The Outcomes (Solution):

“1. Greater clarity on decision-making in a flat structure and ability to move forwards on developing key organisational practices and processes;

2. The ability to think through things step by step/role play things out in order to understand where there might be potential pitfalls and how we could adjust our plans to avoid them.”