



Roxana Bacian ACC

Relational Coaching for Executive Resilience

[Website](#) / [Weeknotes](#) / [LinkedIn](#)

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ICF - Accredited Coach bringing 13 yrs experience (7yrs in design and 6yrs in coaching) supporting leaders and teams in social impact to shift processes and cultures during significant changes in strategy and governance. Previous impact includes supporting Shared Assets CIC to shift to self-governance within 7 months and increasing 11 x headteachers' confidence by 43% within 4 months.

Shared Assets's previous ED, Mark Walton says: "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 a stronger shared sense of - and processes for - working together."

Relational Executive Coach ACC, Roxana Bacian Coaching

Jan 2020 - Current (6 years) - **Public, Private and Not-for-profit**

- Delivered 250hrs of 1-2-1 and team coaching sessions building 111 coaching relationships with social impact leaders and teams. Supporting leaders with changing careers, switching roles in the same company, setting up a sole trader business or the early stages of an NGO, navigating first roles as 'Director' and 'Head'; and supporting teams to successfully navigate significant shifts to their operations, cultures and strategies.

- Built 8 associate partnerships and worked with coaching providers such as Know You More (headteachers), New Economy Organisers Network (social impact teams), Learnest (LGBTQIA+ community), Simply Coaching (corporate leaders and coaches) and She Leads Change (women in leadership). Currently Associate Corporate Coach with Kokua Hub and volunteer coach/mentor with Build Up, Hope for the Young and On Purpose.

Organisational Coach, New Economy Organisers Network (UK)

Aug 2022 - April 2024 (2 years 8 months) - **Not-for-profit, Civil Society**

OrgBuilders was a year-long programme of coaching, expert support and peer learning for social justice organisations looking to make changes to their culture, operations and strategy through an anti-oppressive lens. As part of a team of coaches I supported four small teams (2 - 6 ppl):

- An anti-detention charity to shift from one director to a co-directorship model;
- A non-hierarchical climate justice network to re-start activity after the Covid-19 pandemic;
- A youth-led social enterprise to set up key processes around DEI and conflict management;
- A community interest company to move from a hierarchical to a non-hierarchical structure.

Wellbeing in Leadership Coach, Know You More (UK)

Jan 2023 - Current (6 months in total) - **Not-for-profit, Public**

Helped increase 11 x headteachers' confidence in their ability to sustain the wellbeing of their teams by 43% within 4 x months. Examples of this work include support with having difficult conversations, establishing leadership vision and strategies to share and involve teams in further shaping these, managing high stress levels, navigating interpersonal conflict and team dynamics, maintaining work-life boundaries and implementing wellbeing strategies for short and long-term.

Education and Ongoing Learning:

Associate Certified Coach, International Coaching Federation (June 2023);

Certified Coach Training Certificate 30hrs (CLEAR Model), Simply Coaching (Nov 2021);

Mental Health Aware and Suicide First Aid Certificate, MH First Aid England (Sept 2020);

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

8.5 years of weekly integrative psychotherapy, currently on bi-monthly basis (Dec, 2015)