



## Roxana Bacian

Relational Coaching for Executive Resilience

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**Relational Coach bringing 12 yrs experience (7yrs in human-centred design and 5yrs in coaching) supporting leaders and teams in social impact to shift processes and cultures during significant changes in 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 Founder and former Executive Director, 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, Roxana Bacian Coaching**

Jan 2020 - Current (5 years 2 months) - **Public, Private and Not-for-profit**

- Delivered 250hrs of 1-2-1 and team coaching sessions across 111 coaching relationships. Supporting emerging leaders as they step into their first Director or Head roles. Supporting teams to navigate shifts to operations, cultures and strategies.
- Built 8 x associate partnerships with coaching providers such as [Know You More](#) (headteachers), [New Economy Organisers Network](#) (social impact teams), [Learnest](#) (LGBTQIA+), [Simply Coaching](#) (corporate leaders) and [She Leads Change](#) (women in leadership). Currently Associate Coach with [Kokua Hub](#) (private sector) + volunteer Coach Mentor with [Build Up](#) (young coaches) and [On Purpose](#) (social impact leaders).

## **Organisational Coach, New Economy Organisers Network (UK)**

Aug 2022 - April 2025 (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. As part of a team of coaches I supported four small teams (up to 5 ppl) over a period of 2.8 years:

- 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 pandemic;
- A youth-led social enterprise to design conflict management and EDI frameworks;
- A community interest company to shift to self-governance as the founder was leaving.

## **Wellbeing in Leadership Coach, Know You More (UK)**

Jan 2023 - Current (3 years 2 months) - **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. After our work together, headteachers reported: ease in managing difficult conversations; taking time out for reflection in high-intensity schedules; implementing frameworks for de-escalating conflict; taking precautions to prevent future episodes of burnout for themselves and their teams.

## **Education and Ongoing Learning:**

**486hrs x (9 years) of integrative psychotherapy**, building co-regulation and relational skills

**Quarterly group coaching supervision** with Kokua Hub and Know You More

**Association for Executive Corporate Coaches** Masterclass Intensives (Oct '25 - March 2026)

**Associate Certified Coach**, International Coaching Federation (Jun 2023 - Jun 2026);

**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).

## **Roxana Bacian - Team Coaching Case Study (2025):**

Shared Assets were a hybrid-working team (5 people) with a fast working pace, changing team members and a need for designing new organisational processes towards self-governance.

Within 7 months I helped the team design conflict and feedback processes (in collaboration with Carrie Magee), project/role accountability frameworks and supported them to turn questions on collective leadership into a clear decision-making framework.

Each month we co-designed structured coaching session agendas. In each session we had two main focuses: naming emerging tensions, allowing for generative plurality; and designing new processes live, fostering clear directional movement. In our consultancy days we used scenarios to stress-test feedback processes and facilitated structured conversations to explore collective leadership in practice. In between sessions the team actioned insights, prototyped processes.

We started the first session with a need for alignment. We hit frustration and uncertainty by the third session. From there on the team's trust in their capacity to self-govern grew steadily. Play started to emerge. And culminated in our last session: with a clear timeline for the founder's exit and each team member bringing an object to symbolise the journey. In their words: *'We emerged a more cohesive team with a stronger sense of and processes for working together.'*

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.