

Roxana Bacian ACC - Executive Coach CV

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ICF - Accredited Coach with 5 years of experience delivering one-to-one and team coaching (320hrs) supporting leadership and organisational development with leaders and organisations across the UK, Europe and Australia. Bringing an additional 7 years experience of designing user-centred services, learning programmes and visual brands across the UK.

Work Experience:

Associate Certified Coach ICF, Roxana Bacian Coaching

Jan 2020 - Current (5 years 5 months) - **Public, corporate and not-for-profit**

- Delivering 1-2-1 coaching with social entrepreneurs, creative freelancers, designers, climate specialists, researchers, creative arts practitioners, consultants;
- Supporting social impact leaders with changing careers, switching roles in the same company, setting up a sole trader business, setting up the early stages of an NGO;
- Working with leaders new to the roles of 'Director' and 'Head' supporting them to define their leadership styles in response to the organisations they were leading;

Associate Team Coach, New Economy Organisers Network

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

Supporting four teams (2 - 6 ppl) to navigate periods of transition in their organisational culture, strategy and operations through an anti-oppressive, values-based lens. I supported:

- An anti-detention charity shifting from one director to a co-directorship model;
- A non-hierarchical climate justice network re-starting activity after the Covid-19 pandemic;
- A land justice CIC moving from a hierarchical to a non-hierarchical structure.

With:

- Developing the team's relational awareness and communication;
- Increasing the team's capacity to tolerate stress and uncertainty collectively;
- Developing the team's ability to leverage differences and capitalise on conflict;
- Supporting the team to turn organisational values into sustained behaviour.

Associate Wellbeing Coach, Know You More

Jan 2023 - March 2025 (6 months in total) - **Not-for-profit, Public**

Supporting headteachers in Scotland through 1-2-1 digital coaching; working on challenges around sustaining their wellbeing and that of their teams. Examples of this work included supporting senior leaders with having difficult conversations at work, managing stress levels, navigating interpersonal conflict and team dynamics, maintaining work-life boundaries.

Associate Coach and Coaching Trainer, Simply Coaching (AUS)

Jun 2021 - Dec 2022 (1.5 years) - **Private**

Facilitated online training on 3 x Transforming Conversations courses, a 3 month coach foundation course for new coaches and corporate 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.

Volunteer Coaching Supervisor, MOE Foundation

Jun 2021 - Current (3.5 years) - **Not-for-profit**

Providing ad-hoc supervision sessions for alumni of MOE Foundation's Coach Training Course supporting them to discover their coaching personalities, develop robust reflective practices, a strong ethical stance and desire for excellence in their coaching work.

Previous coaching experience also includes coaching [Learnest](#) members, a trans-led LGBTQIA+ community organisation in Leeds and participants on [She Leads Change](#)'s *Leading From Within* and *Leading For Collective Impact* programmes, supporting women to advance in leadership.

I came to coaching as a second career, following a 7-year career in brand design and supporting teams in the public sector to implement agile ways of working. Highlight roles include:

Lead Brand Designer, [FutureGov](#) (now TPXImpact)

Sept 2014 - Oct 2015 (1 year) - Private, Public

FutureGov is a leading design consultancy supporting public sector organisations through digital transformation in the UK. Within this role I:

- Brought consistency to the company's visual presence developing brand guidelines and templates;
- Broadened design skills across the company holding tutorial sessions with the team;
- Delivered both in-house and client-facing design briefs for a team of 40 in print and online. i.e. decks, reports, infographics, promotional materials

Lead Service Designer, [Snook](#) (now NEC Digital)

Jul 2012 - May 2014 (1 year, 9 months) - Public, Private

Snook is a leading design consultancy helping organisations produce great services by putting people first. Within this role I:

- Co-led the redesign of a new service model for Care Information Scotland;
- Co-led a project with the Community Engagement Team in Stirling Council to embed a design-led approach and methodologies in their work;
- Co-delivered a 2-day Service Design Masterclass for Hyper Island's MA Digital Experience Design cohort in Stockholm.

Selected clients: Scottish Government, NHS24, Edinburgh University, Stirling Council, The MMM Group, Hyper Island.