



Roxana Bacian

Relational Coaching for Executive Resilience

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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, [Roxana Bacian Coaching](#)

Jan 2020 - Current (5 years 1 month) - **Public, Private and Not-for-profit**

- Delivered 250hrs of 1-2-1 and team coaching sessions across 111 coaching relationships.
Supporting leaders with changing careers and navigating first roles as Director/Head.
Supporting teams to navigate shifts to their operations, cultures and strategies.
- Built 7 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 Coach with Kokua Hub (private) and volunteer Coach and 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 (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 included supporting headteachers to plan for difficult conversations, establish leadership vision and develop strategies for involving teams in further shaping these, managing wellbeing during high pressure in role, navigating interpersonal conflict and team dynamics, supporting teams to sustain their own wellbeing.

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)