

## EXECUTIVE COACH PROFILE



**Anne Ngethe**  
Executive Coach

### BACKGROUND AND PROFESSIONAL EXPERIENCE

Anne is a certified Executive Leadership Coach and has been credentialled as Associate Certified Coach (ACC) with International Coaching Federation (ICF). She is currently working towards her next level of credentials – Professional Certified Coach (PCC).

Anne has a 360-degree view of organizations having led at board level as Board Chair, CEO level and as a business owner for 22 years. She experienced the thrills and spills of being an entrepreneur, for 22 years as she steered Training Solutions Ltd (TSL) in its growth, first as a subsidiary of KPMG and later as a successful independent entity. Under her leadership, the TSL brand cut a niche for itself as the preferred leadership-learning provider for major organizations in East Africa

Over the last 30 years, Anne has been involved in numerous client assignments that have honed her professional experience and expertise in executive coaching, leadership development, performance management, and team building for organizations in both the private and public sectors. This practical background in various environments has provided a unique perspective and a good understanding of the development needs of both the corporate and NGO sectors in the East African region.

Anne is equipped with Board and Governance experience and served on the PS Kenya Board and PSI (Global Services Hub) as Board Chairperson through to 2023. She holds a Masters of Business Administration, majoring in Human Resource Development, is also a Certified Sherpa Coach (CSC) and a member of the Academy of Executive Coaches.

### AREAS OF EXPERTISE AND NICHE

- Leadership Development
- Executive Coaching
- Business Coaching
- Team Development

### COACHING STYLE

*Coaching provides an avenue for my clients and I to take an adventurous journey together. This journey unleashes the unlimited potential of my clients as they discover uncharted territories, skills and abilities that they can tap*

*into in order to resolve issues and grow. It equips them to push boundaries; propelling them to climb to the highest peaks possible in all realms of their lives.*

Adventure is a great driver of Anne's philosophy in life and work. This spirit is reflected in the things that give her pleasure such as rock and mountain climbing, bungee-jumping, white-water rafting and bike riding. She also cherishes the multiple roles she has embodied namely; business owner, team leader, wife, mother, and the amazing blessing of three young grandchildren. Each of these roles contributes to who she is as a coach – by both growing as well as testing her. This enables Anne to come into a coaching process with multi-layered and multi-dimensional perspectives to work and life.

Anne's predominant coaching model is GROW-GESTALT, which combines a structured approach for working through a challenge, with a framework for deepening understanding, that can be likened to peeling an onion – one layer at a time, to get to the depth and core of the issue, and tap into deeply rooted skills and abilities that the client may not have been aware they had, or that may have been suppressed over time.

### EDUCATION AND PROFESSIONAL CERTIFICATIONS

- Associate Certified Coach (ACC)- International Coaching Federation (ICF) 2020 – now pursuing PCC
- Certified Sherpa Coach (CSC) - Advanced Certification in the Sherpa Coaching Process – a process-driven executive coaching program
- Diploma in Intermediate Executive Coaching from the Academy of Executive Coaches (AoEC) and is an Associate Member of the Academy.
- Masters of Business Administration - MBA - (Moi University) - Majoring in Human Resource Development
- BSc degree in International Business Administration (USIU – Nairobi) – Marketing Option - graduated Magna Cum Laude
- Certification in the United States of America (Project Adventure) as an advanced facilitator of Experiential Team Learning.

### RELEVANT COACHING EXPERIENCE

1. Barclays Bank- ABSA – 4 Vice Presidents and one Director
2. Standard Chartered Bank – Senior Manager
3. National Bank – Senior manager
4. HR Director of a Tanzanian Bank
5. Fina Bank – Senior Manager
6. Britam – Senior Manager
7. CEO of an audit business
8. CEO of a Kenyan health institution
9. CEO of a legal oversight body
10. CEO of a Pan African consulting business
11. Centre for Creative Leadership (EMEA) – Director of a Pan African Trade Bank

12. Country Director – International Aid organization
13. Obama Foundation – Leaders Africa 2022 – 3 leaders from across Africa (Liberia, Ethiopia, Guinea)
14. Government of Kenya for 4 senior directors - Government of Kenya - over 8 months.
15. Government of Malawi – Leader in the Agricultural Sector
16. AGRA/Centre for African Leaders in Agriculture initiative– Teams (4) and Executive Coaching (6)
17. Africa Food Fellowship/Wageningen University/IKEA initiative– 3 Teams in Rwanda
18. Africa Food Fellowship/Wageningen University/IKEA initiative– 4 Teams in Kenya
19. Leadership Excellence in Africa’s Public Sector (LEAPS program) – 5 Directors in Government
20. World Wide Fund for Nature - Director
21. Ford Foundation – 2 Senior Managers
22. Breakfast Club Africa – 2 Directors, 4 Senior Managers
23. IFC – Johannesburg – Senior Recruitment and Mobility Consultant
24. KPMG East Africa – Senior Manager
25. MTN – Senior Manager
26. Beiersdorf EA – 3 Senior managers
27. Safal Group – Senior Manager
28. Monsanto – Senior Manager
29. Former Senior Manager General Electric – now running his own branding business
30. Agri-Business Owner
31. Women’s Link Worldwide (an international legal business) - Senior Manager

## **CONTACTS**

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