

Turningpoint.

Sharon Leonardi **Director**

Sharon is an experienced coach, facilitator, organisation and change management consultant. She is a creative, strategic thinker able to combine business insights with strong people diagnostic skills and a pragmatic implementation approach. During a successful career in industry and consulting, spanning 20 years, she has developed significant expertise in the fields of Coaching, Human Resource Development, Organisation Development and Change Management. Sharon works with individuals, teams and organisation's striving towards challenging goals, supporting them to overcome performance constraints, adapt behaviour, build capability, manage transitions and focus on continual learning and performance growth.

Sharon has coached top performers on accelerated development programmes, as well as employees from disadvantaged backgrounds and middle and senior managers. She has worked with teams coaching them to achieve new and challenging goals and to take responsibility for designing and implementing new structures and systems. Her specific expertise lies in coaching Leaders responsible for large-scale business change.

Her strong business experience ensures that she is able to relate to Leaders, understand their challenges and explore alternatives in a manner that is credible and relevant, bringing expertise of organisational systems and behaviour. Her most recent assignment included coaching a CEO (Business and Leadership Vision, Beliefs, Behaviour, Style, Stakeholder Management, Governance) whilst coaching and developing the Executive Leadership team to deliver on their transformational Leadership role.

She is driven by a strong belief in people, their ability to shape and influence their behaviour and environment in order to optimise their performance in support of both personal and career achievement. She believes passionately that if people have the will, are able and are enabled they will exceed performance expectations. Sharon supports her clients in building the capabilities essential to performance improvement, self-awareness, self-belief, self-management, new competence, management of the business context and supportive sustaining structures.

Known for her integrity, objectivity, acceptance of difference and also for her determination and willingness to be honest, Sharon challenges clients to confront behaviours and attitudes that hold her clients back. She provides a safe yet frank environment for her clients, raising their self-awareness, challenging them to set stretch goals and confront their internal saboteurs. She encourages her client's to take actions that move them towards measurable results.

Growing up in many diverse environments, Sharon has sought out significant personal change and development herself. She has a great appreciation for the diversity of people and cultures. Sharon has had extensive training in people development over a period of 20 years, more recently trained under Sir John Whitmore, author of 'Coaching for Performance', and is studying towards a Masters in Coaching through Middlesex University. She enjoys gardening, walking, travel and new experiences, is an avid reader and enjoys spending time with friends and family.

sharon@turningpoint-coach.co.uk