



CKCoombs



"Carrie is known for her insight around personal dynamics as well as her understanding of the wider organisational and market forces impacting executives."



Carrie's coaching and board assessment work is a mixture of empathetic insight, a keen interest in clients' success, and practical knowledge gained from working across a wide range of sectors and organisations.

### Experience

Born and educated in America, Carrie is known in the UK and abroad for her ability to help executive, senior and high potential clients increase their leadership confidence and resilience in the context of personal, organisational and market transition.

Carrie brings to her coaching and board assessment work experience that has spanned banking, investment banking, bank stock research and management consulting, including:

- **Praesta Partners:** Business Coach
- **KPMG Strategic Due Diligence Unit:** Retained Advisor, Transaction Services
- **Eden McCallum:** Partner for the peripatetic consultant pool
- **Gemini Consulting/ The MAC Group:** Principal, Global Financial Services Strategy
- **Solomon Brothers Research:** Associate, global research for banks and market trends
- **Morgan Stanley Fixed Income:** Associate
- **Lloyds Bank International,** Corporate Banking: AVP
- **Chemical Bank,** Corporate Banking, Analyst

### Recent Assignments

- **Board Assessment, IT Services:** For the client's first external Board Evaluation, the Chair and SID wished to address a challenging dynamic in the Board. The ExCo wanted to use NEDs and the Board more fully, and NEDs wished to add more value to the organisation. Our work addressed the dynamic: recommendations included shift in the agenda and plan for broader Board and Director development.
- **Chairman, Portfolio:** Client moved from CEO of a PE-owned FS 'carve out' to a portfolio career. Coaching provided time to think through the search process and multiple board options, and a framework to ensure the new portfolio fit the client's personal values and work-life balance objectives.
- **CEO, and Exec Team, UK and European Asset Management Firm:** con-currently coached the CEO to clarify what was keeping the Exec Team from making key decisions, and the Exec Team in how it worked together.
- **CEO, EMEA, Hedge Fund:** provided a strategic sounding board through establishment of London-based EMEA headquarters for a highly successful US fund of funds.
- **MD, Wealth Management Firm:** helped a key senior manager to step up to the Executive Board and widen his leadership style to co-lead the business through a shift of its operating model.

### Education, accreditations, professional positions

- UCLA (Anderson), MBA, Finance
- Wellesley College, BA, Economics
- Dartmouth College, Ivy League Colleges Exchange Program
- The School of Coaching: Accreditation in Executive Coaching
- The Tavistock Institute: Certificate in Dynamics at Board Level
- AOEC: Certificate in Team Coaching
- Psychometric accreditations in MBTI, FiroB, Hogan, others
- NED, ReCircle Recycling Ltd. 2019-present
- Member: Advisory Board, Hamilton-Brown Business Graphics, 2015-present

### Selected Client Testimonials

"An excellent Board Evaluation process and outcome. I feel certain the Board as a whole will have benefited greatly from your good work."

*Executive Board Member, FTSE 250 Board*

"Carrie gets straight to the heart of the matter, empathetically but intelligently, and enabled me to find my own plan through whatever issue or challenge the ExCo was facing."

*CEO, International Asset Manager*

"Carrie's assessment of what was going on in the Exec Team was spot-on. Her analysis and support helped us to really work as one team."

*CIO, Asset Manager*