



# Julian Russell

“To take the next step . . . beyond the possible and predictable - into the unknown - is the first step to transformation.”

Leaders who step beyond themselves, who step into their unknown spaces, are those who have the confidence and power to take their organisations beyond the predictable future. My role in life is to support them in taking that step with confidence and authority.

## Experience

I coach to make a difference, a difference for my clients, a difference for their organisation and a difference for myself. I still learn more with every client and I bring all of that learning to all of my clients thereafter. Examples of my recent assignments include:

**Global Organisation:** Working with a newly global team of directors to move their 1,500 member national IT operations into a global function while still achieving ambitious stretch targets.

**Managing Director:** Supporting an introverted, technically orientated MD in a move to Divisional CEO to develop excellent relationships with his team and achieve visibility several levels down the organisation, including the shop floor.

**Senior Management Team:** Helping them reenergise, refocus and move from mediocrity back to high performance in the bank where there had been a significant breakdown in relationships and external job-hunting.

**CEO:** Helping a global banking CEO achieve real leadership transformation which resulted in changes in board membership and a stronger and more cohesive board.

**Senior Executive:** Helping a senior executive “at risk” due to his bullying behaviour and lack of sensitivity toward key stakeholders to develop strategies for dealing with his own aggressiveness.

Julian lives on the edge of Hampstead Heath and has a wide circle of friends and colleagues who reflect his broad interests. He holds a black-belt in Aikido, practises yoga, and loves wild mountains.



## Professional Expertise

Julian specialises in developing the leadership potential and talents of both senior executives and leadership teams, helping them meet their business objectives through a powerful combination of personal development and influencing strategies, most notably neurolinguistic programming (NLP).

Since 1984, Julian has been applying NLP in his management consulting work with top-level businessmen and women in the private and public sector. He specialises in helping leaders develop the people skills, charisma and presence they need to play higher profile roles within their organisation.

Julian is co-author, with Robert Dilts and Anne Deering, of the book *Alpha Leadership- Tools for Business Leaders Who Want More Out of Life* (Wiley and Co, 2002) and with Cynthia Indriso of the chapter, “The Business Leader as an Incurable Deviant,” in Gilligan, S. (ed) *Walking in Two Worlds: The Relational Self in Theory and Practice* (Zeig, Tucker & Thiessen, 2004).

Julian is a regular contributing author to NLP publications, teaches internationally and speaks regularly at professional conferences.

## Selected Client Companies

Barclay’s Bank plc • Shell International • AT Kearney • Morgan Stanley • Thames Water • Whitbread plc • Bank of New York • Deutsche Bank • National Grid • Prudential • Old Mutual • Royal Bank of Scotland Group

## Education, Qualifications, Professional Positions

Harrow School, 1974 • UKCP registered psychotherapist • Certified NLP Master Practitioner and certified NLP Trainer • Former Trustee, Re-vision, a psychosynthesis training charity • Master class for the Academy of Executive Coaching, 2004 • Executive coaching course for the Chartered Institute of Personnel and Development (CIPD), 2005 • Former Board Member, Association for NLP, UK • IOD, Member of the Institute of Directors, 1994-2004 • Member, European Mentoring & Coaching Council