



Coach
ADVANCEMENT
BY TRACY SINCLAIR

PROFESSIONAL PROFILE

Tracy Sinclair



Tracy Sinclair is a corporate executive and board level coach, as well as a leadership development designer and facilitator, who has worked with a wide range of organisations within the UK and internationally. Drawing on her broad experience in the field across the last two decades, Tracy works with business leaders and executives to support and enhance their professional and personal development.

As a well-established Master Certified Coach (MCC) with the International Coaching Federation (ICF), Tracy uses her extensive knowledge to train coaches and assist managers and leaders in developing their coaching capability. She is a published author and co-authored *Becoming a Coach: The Essential ICF Guide*, published in 2020, which provides a comprehensive guide to coaching for coaches at all levels of skill and experience, the psychology that underpins coaching and the updated ICF Core Competency Model. Tracy also specialises in working with organisations to support the development of coaching culture and is an expert speaker on these topics.

Tracy is also dedicated to the development of the coaching profession and the coaching community. In recognition of her efforts, she was named as one of the Leading Global Coaches winners of the Thinkers50 Marshall Goldsmith Coaching Awards of 2019 and 2021 and was a finalist for the Thinkers50 Coaching and Mentoring Award in 2021.

In addition to her corporate work, Tracy regularly enjoys consulting in schools, teaching coaching, nonverbal intelligence and communication skills to teachers, students and parents and is co-leading an initiative to bring coaching and coaching skills to young leaders. Apart from education and young people, her passion also lies in the sphere of mental health and how coaching can underpin wellbeing. As part of this work, she collaborates with the UK's leading mental health charity, MIND, to bring coaching services to individuals who support people with mental health challenges in the community. In 2020, to harness her work in the fields of education, young people and mental health, she founded Coaching with Conscience which exists to have a positive impact on society and our environment through coaching.

Tracy initially began her work in the corporate sector after spending six years in Spain as a translator post-university. On her return to the UK, she developed a highly successful career in International Operations and Project Management and Quality Consultancy. Tracy held senior leadership positions within EMEA Operations for Bank of America, International Operations for Lloyds Register Quality Assurance and Quality Consultancy for American Express, EMEA.

Since 1997, Tracy has worked within the field of leadership development and has worked with clients across a broad range of industry sectors including Goldman Sachs, Greene King, BMW, Amnesty International, Nokia, Fuji Bank, Legal & General, BP, Ford, GSK, ABN AMRO, Standard Chartered, Unilever.

She currently sits on various UK, EMEA and Global ICF working groups to promote and enhance professional coaching. Tracy was the President of the UK ICF Chapter from 2013-2014 and was an ICF Global Board Director from 2016 -2021, serving as Treasurer in 2017, Global Chair in 2018, Immediate Past Global Chair in 2019 and Vice Chair and Director at Large in 2020-2021. She is also a trained Coaching Supervisor, Mentor Coach and an ICF Assessor.

Tracy's clients describe her as "insightful, intuitive, professional, powerful and warm," and she, herself, says: "I love to work with organisations, individuals and teams who want to be at their best and reach their fullest potential. Transformational positive change and learning is achieved through a conversation that results in you thinking and acting differently. I will have that conversation with you!"

FROM ASPIRATION TO *Reality*

CAREER HISTORY

- **International Coaching Federation (ICF)**
(January 2020 – December 2021)
Vice Chair and Director at Large ICF Global Enterprise Board
- **International Coach Federation (ICF)**
(January 2019 – December 2019)
Immediate Past Global Board Chair
- **International Coach Federation (ICF)**
(January 2017 – December 2017)
Global Board Director and Secretary/Treasurer
- **International Coach Federation (ICF)**
(January 2016 – December 2016)
Global Board Director
- **International Coach Federation (ICF)**
(January 2015 – December 2015)
Board Director, Immediate Past President of the UK ICF
- **International Coach Federation (ICF)**
(January 2013 – December 2014)
Board Director, President of the UK ICF
- **Tracy Sinclair Limited**
(August 1997 – Present)
Board Director, Founder and Managing Director of Personal and Professional Development Organisation providing specialist change management, coaching, mentor coaching, coaching supervision, facilitation, training and consultancy services to the private and public sectors.
- **Henley Business School**
(January 2020 – December 2020)
Lecturer, Mentor Coach and Marker for the Professional Certificate in Executive Coaching (ICF ACSTH)
- **Coaching Development Ltd**
(January 2011 – Present)
Lead trainer on Supervision of Coaching programme; Mentor Coach for Coaching Diploma students (ICF ACTP); Trainer and official observer for Professional Certificate in Coaching (ICF ACSTH)
- **Gothia Akademi**
(January 2015 – Present)
Trainer on NLP Master Practitioner programme
- **Ford**
(January 2015 – December 2016)
Coach for Ford Consumer Experience Movement (CEM)
- **Mannaz A/S**
(January 2012 – December 2012)
Client Director responsible for portfolio of in excess of £2m Euros
- **American Express – European Operations Unit, Brighton**
(November 1995 – August 1997)
Quality Consultant
- **Lloyds Register Quality Assurance Limited (LRQA)**
(April 1993 – November 1995)
Strategic Project Manager/International Operations Manager
- **BankAmerica Cheque Corporation (BACC)**
(October 1986 – April 1993)
Senior Project Manager/EMEA Operations/Service Manager
- **Resident in Spain**
(April 1982 – August 1986)
Spanish and English teacher, translator and interpreter

PROFESSIONAL QUALIFICATIONS & TRAINING

- ICF Master Certified Coach (MCC)
- Coaching Supervision & Mentor Coaching Certificate (Coaching Development)
- ICF assessor (ICF)
- Introduction to Integrative Psychotherapy (Metanoia)
- Diploma in Coaching Skills (Coaching Development)
- European NLP Certified Coach (ITS)
- Team Coaching Intensive (Phillip Sandahl & Alexis Phillips, Team Coaching International - TCI)
- TA101 (Transactional Analysis The Link Centre)
- Hogan Certified (3 Minute Mile)
- NLP Trainer (John Grinder of NLP Academy)
- Certified Master NLP Practitioner (ITS)
- Group Dynamics & Non-Verbal Intelligence with Michael Grinder (MGA Associates)
- Foundation year in Psychology (Open University)
- Psychotherapy and Counselling Diploma (Pellin Institute)
- Counselling Skills (Sutton College for Liberal Arts)
- Incorporated Linguist – Spanish (Chartered Institute of Linguists)
- ISO 9000 Internal Auditor
- ISO 9000 Interpretation and Appreciation
- Institute of Linguists Final Diploma (equiv. BA Hons) in Spanish (special option: Technical Translation: Banking & Finance)
- Also professionally trained in the following areas:
 - Facilitation Skills
 - Situational Leadership
 - Internal Consultancy
 - Change Management
 - Project Management
 - Assertiveness at Work
 - Training Design & Delivery
 - Instructional Design
 - Process Design and Process Improvement
 - Self-Assessment Auditor with Total Quality Management International for the European Foundation for Quality Management
 - Business Finance

PROFESSIONAL MEMBERSHIPS

- International Coaching Federation (ICF)
- European Network for Positive Psychology (ENPP)

ICF GROUPS

- ICF Global Finance committee 2016 - 2019
- ICF Global: ICF Assessor 2015 - present
- UK ICF: Ethics committee 2013 - 2015
- UK ICF: Finance committee 2013 - 2015
- ICF EMEA: member of European Nominations Committee (ENCO) 2014 - 2015
- ICF Global: Regulatory affairs 2015
- ICF Global: Supervision task force 2015
- ICF Global: ICF Advance 2015
- ICF Global: UK representative for Supervision Strategy group with Association of Coaching Supervisors (AOCS) 2017 - 2019
- ICF Global: Prism judge 2013
- ICF Global: coach for Chapter Leader development programme