

## Ian Paterson



As a consultant, Ian understands how difficult it can be to make changes to your management approach. Often, a particular way of thinking becomes so familiar that it gets in the way and prevents you from achieving your full potential.

Ian's ability to help partners improve their performance stems from his extensive experience of coaching partners and other high potential staff in professional services firms. It is a sector he knows well, with 27 years of experience spanning audit, restructuring and transaction support.

Ian also works with some of our clients as a non-executive director, advising on various business methods to improve culture and performance.

Examples of his recent assignments include:

- Ernst & Young – providing a mix of consultancy support to help develop a coaching culture and one to one coaching for partners.
- Hogan Lovells – provision of a leadership development programme for the Group managers.
- Nabarro – coaching skills programme for Associates and presentation on coaching.

### Background

Ian started his career with KPMG before moving on to become a partner at Andersen, Grant Thornton and most recently Ernst & Young.

Ian was the first Partner in Ernst & Young's EMEIA region to graduate from their Coach Champion Programme as a qualified internal coach. He went on to lead the development of coaching across the UK and supported the implementation of coaching across Europe for the Transaction business. He was also responsible for leading Learning & Development for Transaction Support across the UK.

### Specialist expertise

Ian is an Associate Certified Coach with the International Coach Federation (ICF) and an individual member of the European Mentoring and Coaching Council (EMCC).

He is the ex-managing director of the EMCC in the UK, which promotes best practice in coaching across Europe.

Ian speaks at industry conferences about the business benefits of coaching and has written about the development of coaching at Ernst & Young in a number of coaching magazines.