

Steve Knight



Steve believes that traditional coaching takes place primarily on a horizontal dimension – coaches assist people in getting from point ‘A’ to point ‘B’.

Yet lasting, sustainable change nearly always happens in the vertical dimension – a deepening of the ground of being of the client, giving them greater access to creativity, inspiration and higher wisdom.

This vertical approach is what might be called “coaching from the inside out”.

Examples of his recent assignments include:

- Leadership programme – designed and delivered a three stage leadership programme for the top 45 leaders in the central group function.
- Emerging leaders programme – providing coaching support for individuals who have been identified as future partners in a global law firm.
- Coaching programmes – designed and run several programmes for professional service firms. These have been for partners as well as managers and directors.
- Strategic thinking programme – designed and run a strategic thinking programme for leaders within a fast moving retail business. This programme is now part of the core curriculum.
- Accelerated leadership programme – providing coaching support for individuals that have been identified as potential board directors.

Background

Steve has over 20 years experience in the field of learning and development, working as a coach and facilitator. Prior to working as an independent consultant, he held a number of senior management roles at Ernst & Young. His last position was as the Director of Leadership Development, with responsibility for formulating the firm’s approach to developing its future leaders.

Specialist expertise

Steve is a member of the Chartered Institute of Personnel and Development (CIPD). He also holds a Human Givens Diploma and is a NLP Master Practitioner.

Steve is also accredited in the use of psychometric tools, including MBTI (steps 1 and 2), FIRO B the Emotional & Social Competence Inventory (ESCI and OPQ).