

Richard Shoylekov Coach and Mentor – Profile



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I have over 25 years' experience in business, most of those at a management or executive level. As a manager and leader of legal and other service professionals, I understand the pressures and challenges of providing advice and support to internal or external stakeholders and clients.

I have managed or collaborated closely with a wide variety of talented senior managers and leaders: engineers, finance professionals, lawyers, risk specialists, environmental experts, health and safety experts, QA/QC specialists, human resource professionals, communications and marketing specialists. I understand how professionals and executives approach their work and their career.

During my executive career, I have held roles that are Head of Legal, Head of Commercial, or Company Secretary and General Counsel of multinational listed companies. My responsibilities in various roles extended to governance, legal affairs, compliance, sustainability, health and safety, enterprise risk management, insurance, property management and product integrity.

I have worked with and experienced the inter-personal dynamics in teams of all sizes, often across many locations in different countries, cultures and time zones. I have also led teams through and managed organisational change – whether through divestment, acquisition or merger, or as a necessary and difficult part of a restructuring programme. This included the process of “onboarding” new directors and the sensitive task of exiting executive directors and senior management.

As a board director of various types of company in various jurisdictions, as an executive and in a non-executive or supervisory board role, I have seen the tensions between board members, their employees and their shareholders and how they are resolved. I am also familiar with the dynamics and challenges of joint venture formation and decision-making.

As a company secretary of FTSE100 companies for 14 years, I have had the privilege of working alongside and learning from a broad variety of experienced and talented directors (non-executive and executive) and chairmen. This includes organising and analysing the reviews of board effectiveness as well as establishing and implementing overall governance frameworks.

What I can offer in a conversation with you as an individual:

- support for you in your personal effectiveness in a new role or a new working dynamic
- insights into how the breadth and depth of your experience can be used most effectively in your current role and as you develop your career

What I can offer in a conversation with you and your management team or board:

- insights into how to make the most creative use of the mix of skills in your team to get the best results
- experience of leading and enhancing high-performing teams
- insights into optimising board and committee effectiveness

Professional Qualifications and Affiliations

- Professional Certificate in Coaching – Henley Business School
- Accredited Mediator – CEDR (Centre for Effective Dispute Resolution)
- Qualified Solicitor, England and Wales
- Degree in Law (BA) – Downing College, University of Cambridge
- Member of the Association for Coaching
(I subscribe to the Global Code of Ethics for Coaches, Mentors and Supervisors)
<https://www.associationforcoaching.com/page/AboutCodeEthics>
- Member of Eightwell (a Swiss Verein), a coalition of independent coaches and consultants
<https://www.eightwell.com>

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