



Claire Finch - Leamington Spa, UK

Claire blends real experience of growing high performing individuals, teams and cultures with practical coaching expertise. As a senior business manager with more than 17 years strategic experience in the dynamic global beauty industry, Claire experienced high-pressure, high-stakes leadership. She understands that setting clear direction, making tough decisions at pace, and uniting and inspiring a team is incredibly rewarding and motivating. She also understands that being a senior leader can be overwhelming and lonely.

In her final role at L'Oréal as General Manager for Business and Market Development across the Professional Products Division, she was responsible for driving division-wide growth across 9 brand teams, delivering major change programmes, and identifying and harnessing strategic opportunities including digital transformation, and e-retail.

Claire's coaching style is practical, positive and individual. Client's describe her as being able to very quickly understand a person's position, their barriers and to challenge them to step out of their comfort zone to push themselves to grow. Her coaching style motivates individuals to want to do things differently, and work through the uncomfortable feelings of fear to achieve great things.

Claire's ultimate goal as a coach is to support her clients in their daily challenges, so they can deliver the business impact expected of them, and at the same time lead the lives they want to lead. By working in partnership with them to join the dots and explore patterns of behaviour that may be holding them back, she is able to shine a light on their unique strengths and ignite

breakthrough thinking. She enables clients to build their own inner resources to define innovative solutions and possibilities for their future.

Claire works across sectors, from start up tech firms, to large global charities. She has a keen interest in how technology is shaping the world of work, organisations and leadership. She is a staunch supporter of building organisations that promote an open and supportive culture around mental well-being and developing organisations with genuine diversity. Claire holds an BA in Business Studies from Sheffield University, a Professional Certificate in Coaching from Henley Business School and is a certified Hogan Psychometric and 360 Facilitator.

Alongside her own coaching practice, Claire work's as Client Director at KDVI, a global consultancy, where she develops and designs large-scale organisational change and leadership development programmes. This blend of working with senior HR and Talent Managers, a network of other coaches, and a wide range of individuals, gives her a unique perspective on the dynamic world of work, the latest in coaching practice, and insight into what leaders need to succeed today. Claire coaches in English.