

Profile

Richard Bellars



Richard specialises in Transformational Leadership, facilitating, coaching and speaking to develop leaders and high achievers, with a focus on empowering individuals and senior teams for their greatest impact and influence:

- authentic leadership
- individual excellence
- awareness & trust
- communication & collaboration
- diversity & inclusion
- personal responsibility

Each programme is tailored to the needs of the individual and/or group, often with the involvement of a business sponsor involved in setting the terms, conditions and desired outcomes before the start of the programme. The content of each programme always remains 100% confidential between coach and participants to ensure the crucial foundational element of trust.

A typical 90 or 180-day programme includes:

- **Profiling:**
- observe personality traits, behaviour and performance for raised awareness of effective/ineffective abilities, beliefs and behaviours...and identify what to change!
- **1-to-1 coaching:**
- transform barriers to breakthroughs and develop a mindset (intellectual and emotional) and approach for ongoing evolution of performance, communication skills and authentic leadership
- **Peer group coaching:**
- facilitated programs of individual profiling and monthly group sessions are designed to enable individuals and teams to build firm foundations and trusted relationships for a mutual support network for ongoing development, support and accountability. This can be within an organisation or powerfully across different organisations and networking communities.

Key benefits include:

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| • Increased energy & focus | • Enjoyment |
| • Greater awareness of self and others (strengths and weaknesses) | • Right people in the right roles |
| • Improved communication & collaboration | • More efficient use of time |
| • Greater levels of fulfilment | • Greater levels of respect and good behaviour in the workplace |

All of these lead to a happier workforce and more profitable business with clear goals, aligned purpose and with strategies to maintain high performance.

Who are Richard's clients?

Respected for his intuitive, generative and inclusive approach, Richard works chiefly with business leaders and entrepreneurs from a broad array of blue-chip organisations, small businesses, charities, universities and sport; these include:

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| • GlaxoSmithKline | • Fortune Magazine |
| • Accenture | • Puratos AG |
| • Arup Group | • Tour & Andersson |
| • Orange | • Retail Insight UK |
| • University College London | • London Metropolitan University |

How does it work?

Richard's tailored service is as unique as the individuals and groups he interacts with, drawing on robust tools, processes and profiling systems that cover individual and team performance, human behaviour, values, team dynamics and communication (both internally and externally).

These include:

- NLP Master Results Coaching
- E-Scale Technology (Enneagram based)
- Wealth Dynamics (Jungian based)
- Gender Dynamics

Plus in-depth understanding and practical use of:

- Cultural Tools of Transformation (CTT – Barrett Values Centre)
- Spiral Dynamics
- Myers Briggs (MBTI)
- DISC Profiling
- Leadership Development Framework (LDF)

Richard's Background

Richard's career background includes working as workflow and business process re-engineering consultant in more than 15 businesses in Europe over 7 years, and across a spectrum of industries ranging from aerospace to pharmaceuticals, beverages to public sector (Diageo, HP, Lufthansa...) His natural adaptability and passion for diversity have also seen him as a wine merchant in France, teacher in Spain, a golf sales consultant, and was heavily involved in a start-up boutique travel business in South Africa.

As a linguist (speaking fluent French and Spanish) Richard is a graduate in modern languages and has an active interest in exploring communities, cultures and communication. He is currently based in the UK in West London.

Comments by clients

"I choose Rich as my coach because I always get a result! I also experience a greater level of personal effectiveness to deliver more in my business, creating new standards in awareness and understanding, with a rare focus on me that ripples out into all areas of my life."

Michelle Clarke, Michelle Clarke Ltd

"I particularly found the 1:1 coaching sessions with Richard useful. In our very first session together Richard helped me look at a problem in a new manner which really made sense to me, so much so that I felt that I would never look at problems like this in the same way ever again. It has helped me immensely and I have been able to apply this same process to great effect to lots of areas in my personal and professional life."

Senior Manager, Accenture

"Rich is totally in his flow when learning about others' dreams and aspirations, understanding their motivations and helping them set goals. He connects people effortlessly and does so with an openness, warmth and sincerity that is uncommonly unique to him being truly himself."

Dave Harker, Retail Insight UK Ltd

For more like this, please visit <http://www.inneraction.co.uk/testimonials.htm>

"Treat people as if they were what they ought to be and help them become what they are capable of being" - Von Goethe

