



# EXECUTIVE COACHING

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# COACHING

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Sainty Hird & Partners believes that professional success depends not only on skill and experience, but the ability to apply them optimally as a function of behaviour and personality. Greater self-awareness and exploration of character can unlock greater efficacy, particular in senior and leadership roles. Coaching helps in a number of ways.

- **Personal Development:** Our coaching integrates diverse methods to meet individual needs, promoting targeted growth. By emphasizing behavioural change, executives can tackle leadership, communication, and decision-making challenges effectively.
  - **Lasting Change:** Self-examination enables executives to understand and sustain meaningful behavioural transformations, fostering lasting improvements in their work and leadership.
  - **Self-Awareness:** Integrative coaching fosters self-reflection, enabling executives to understand their strengths, weaknesses, and motivations. Enhanced self-awareness is key to authentic leadership, effective team management, conflict resolution, and organisational success.
  - **Growth:** Coaching considers both professional and personal life, promoting balanced growth and ensuring that behavioural change is not only beneficial at work but also enhances life at home.
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# OUR COACHES



**Rupert Mathieu**  
*Leadership Coach*

Rupert evaluates, recruits and coaches at both Board and Executive Committee level, working across all industry sectors and with a particular interest in helping companies in a state of flux. He is increasingly known for his work as an executive and leadership coach, drawing on many years of acting informally as an advisor and mentor. His expertise lies in effecting behavioural change to improve professional executive performance: tackling conscious and unconscious cognition, challenging biases and assumptions, altering perspectives and realigning motivation. He coaches proven and aspirant executive leaders, non-executive directors and those seeking a fresh perspective, with an approach that often benefits clients outside work as well. He began his career in executive search in 1999, after eight years at JP Morgan in London, New York and Tokyo.



**Catherine May**  
*Leadership Coach*

Catherine began her leadership coaching work ten years ago, building on her experiences as a successful business leader, developing high performing cultures. She served on the Executive Committee of three FTSE 40 plc's, RELX, Centrica and SAB Miller, leading stakeholder management, investor relations, and sustainability programmes and helping design and lead Organisations with outstanding results. She is now an active Chair and Non-Executive Director. The focus of Catherine's coaching work is to help business leaders create their own tailored strategies that make them more effective in their roles. She often works with leaders who are newly promoted to an Executive Committee or are in succession planning for these very stretching roles, helping individuals to understand how they adapt to succeed at the top table. Her clients work in a variety of organisations and sectors including financial services, aerospace and defence, entertainment, publishing, media, FMCG, energy, utilities and professional advisory businesses.



**Jess Jarrold**  
*Leadership Coach*

Jess has previously held a non-executive director role and is also a mentor for Google and their tech partners. Now, Jess is a full-time executive coach and runs her own coaching business. From her time in the corporate and start-up world, she has gained invaluable insights into how to build meaningful relationships across generations to produce business results. Jess brings this lived experience of working in a fast-paced, commercially driven environment into her work as a leadership coach helping companies and their senior leaders attract, build, and retain high-performing cross-generational leaders and teams.

# OUR COACHES



**Harriet Heneghan**  
*Leadership Coach*

Harriet is a trusted adviser and supports leaders to take control of their futures. She is highly experienced having worked as an executive coach for over 15 years. Her clients are typically c-suite and senior leaders from a broad range of sectors and span large multinationals through to fast growing start-ups.

Harriet has an MSc in Organisational Psychology, which brings scientific validity and robustness to her work. She is certified and accomplished in the use of Hogan personality profiles, and emotional intelligence assessments (EQ-i 2.0 and EQ 360). Her core expertise is in assisting leaders, professionals and teams achieve their ambitions, whether this be from a business perspective or more personal perspective.

Harriet has set up a coaching business of her own, having worked previously for a leading boutique consultancy. Before being a coach, she spent 10 years working for UBS Investment Bank, initially within the finance team, which gave her depth of experience in the commercial world. She then moved to its learning and development division, following her passion for helping people perform at their best.



**Rupert Jones**  
*Leadership Coach*

Rupert evaluates, coaches and advises senior leaders navigating complexity and change. He brings over 30 years' experience leading teams in high-pressure environments, including as a British Army major general and deputy commander of the US-led coalition against ISIS. He has commanded UK forces in Afghanistan, served on the Army's Executive Board, and led its rapid reaction headquarters until 2022.

Now working across sectors, Rupert supports executives and teams to lead with clarity, resilience and purpose. He has a particular interest in helping leaders through inflection points, combining hard-won insight with practical, grounded support. He also advises international start-ups entering the UK market and works with boards on aligning leadership with strategy.



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