

# CONTIGUITY PARTNERS

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## VICTORIA SPEERS

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Victoria has been a full-time Executive Coach since 2009 and draws on her extensive knowledge of leadership, consultancy and corporate experience to coach senior executives and leadership teams to reach their full potential in order to drive tangible business and personal results.

Victoria coaches in a broad variety of organisations on a global basis. She has extensive experience working within Financial Services, Insurance, FMCG, Technology, Retail, Manufacturing, Media and Publishing as well as in SMEs. She splits her time between coaching individuals and senior leadership teams.

Victoria started her career in the telecommunications industry and was the European HR Director of Telecom Italia. Victoria was then part of the leadership team which set up a telecoms brokerage and was involved in multiple acquisitions across the globe. It was during this time (at the start of the dot.com boom) that she realised there was a gap in the market for HR outsourcing to support fledging firms in their growth, sale and IPO ambitions. In late 1999, she set up an HR and recruitment outsourcing consultancy called Definitive Resource Management (DRM), which grew rapidly and supported a large number of successful companies in their early days. In 2001, Victoria sold DRM to TMP Worldwide / Hudson Global Resources and went on to run Hudson's Talent Management Consultancy for a further 8 years. During these years, she worked extensively within financial services and FTSE 100 firms designing, developing and running their leadership programmes. In 2009, Victoria decided to retrain and did a post-graduate in Executive Coaching.

Victoria works with leaders helping them to find their authentic leadership style, to grow their confidence as a leader and to help them navigate and engage with the complex matrix systems they tend to find themselves in. Victoria's style has been described as energising, pragmatic, action-oriented, challenging and entirely focused on developing individual and team performance to drive business results. She works closely with her colleagues developing coaching techniques and interventions and is a guest lecturer on the University of Chester coaching course (Barefoot).

### Accreditations

- Post Graduate Certificate in Executive Coaching, University of Chester accredited through ICF (International Coaching Federation)
- BA (Hons.) French & Italian, University of London and fluent in Italian