



## **Marcia Smythe ACC (ICF) - Director of European Development – Results Coaching Systems**

### **Background**

Marcia is a certified business and executive coach, trainer, and communications professional with over 30 years director level experience within the service industry. Her board-level experience was gained in companies such as the Hertz Corporation, Times Newspapers and Price Waterhouse Coopers, Most recently, through her own company, she has specialised in supporting medium to large organisations through transition and change. She is passionate about empowering individuals to realise their full capacity for development, and to utilise this for the benefit of both themselves and their organisations.

In addition to her experience as a coach trainer, facilitator, coach assessor and mentor, Marcia has presented a BBC series on achievement through coaching and is a regular contributor at business seminars. She is frequently speaks on topics relevant to the areas of coaching, personal development and innovation.

Marcia is an ICF certified professional in the Results brain-based approach to coaching. Until very recently she has been manager of the European team of assessors and mentors for Results Coaching Systems, where she has focused on setting and maintaining quality standards.

### **As a Coach**

Using strategic thinking, and her experience of business and workplace culture, Marcia works with her clients to unlock potential and expand their skills, resources and creativity.

Marcia's coaching style is highly intuitive, and one of support, challenge and accountability.

### **Client Base**

Marcia coaches clients from a variety of backgrounds - from corporate executives and high achievers to graduates just starting out on their career path; those in career transition and those facing the challenges of retirement. She also works with companies helping them to develop and implement a successful culture for incorporating positive change and solution focus.

### **References**

"Work pressures kept me focused on the immediate rather than my future. Marcia constantly challenged me to work on my weaker areas in order to move forward both personally and professionally. The change in just weeks was noticeable. I have no doubt that it secured my recent promotion."

"Marcia helped me to realise that I was capable of achieving, and that I was the one responsible for my own life and career advancement. She stretched and supported me along the way. It felt like I was on the Road to Damascus."

"Throughout the coaching, I felt Marcia gave me total support, whilst consistently digging for insights and drawing attention to my strengths. I am now motivated and have the desire to strive for what I really want in my work and my personal life. The change is enormous."