

■ Profile: Andy MacGovern



Andy is passionate about the “business of business”, creating an environment where individuals and teams can bring their whole selves to work and deliver astounding results. He has over 25 years’ experience coaching executives and teams around the world and loves creating “lightbulb” moments that lead to higher levels of performance. He has worked in partnership with companies in over 30 countries and lived in Hong Kong, the Philippines, Austria, Switzerland and France. Meeting new people and cultures and learning from the interactions this creates is hugely energising for Andy and he has experience across multiple sectors including technology, manufacturing, security and finance and deep domain expertise in the Talent Management area as a practitioner and a consultant. A big believer in simplification and focusing on what is going to have the most impact on an organisation’s performance, Andy will always try to get to the bottom of that. Asking challenging questions to get to the right outcomes is really important and he is by nature very curious and fascinated by what does - and doesn’t - make organisations successful.

Trust is Andy’s strongest value and something which he focuses on developing and keeping with all his clients. His MBA dissertation was focused on *Trust Formation*, he is Hogan and EQi certified and has multiple coaching qualifications including a Systemic Team Coaching qualification from the Academy of Executive Coaches.

Starting at 16 years old in the Parachute Regiment, Andy ultimately became a team leader in a specialist counter terrorism unit in Northern Ireland. This was where he became fascinated by the criticality of trust and resilience to leadership and team performance, a fascination that continues to this day. He has worked for some fantastic companies including Pinkerton, Unisys, Thomson Reuters, PPG, Solvay and ST Microelectronics. His roles have included Global Head of Learning, Global Head of Talent Management and Performance Management and always with an international focus.

Having spent the last 20 years living in France, Andy really considers this beautiful country his home. He loves the outdoors and spends his time running trails in France and further afield.