

Dale Williams

Experience and background

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Executive Summary

Dale assists leaders to think more clearly about the future and map out their strategic priorities. His approach is to be your thinking partner working together to describe a clear, understandable picture of your business and personal future.

Working with executives as their coach, or with teams and groups as their facilitator, Dale is able to join the dots in seemingly complex situations. Always interested in the tangible results and the actions that arise from the conversation, Dale's clients enjoy the momentum created by identifying the next steps towards clear long-term strategic aspirations.

Background

Since 2006, Dale has coached executives and senior managers from Belgium, France, Greece, Netherlands, Russia, Sweden, South Africa, United Kingdom and Zimbabwe. Prior to that he was both a corporate executive, heading up consumer banking in South Africa for Standard Chartered Bank, and an entrepreneur who with his partners sold their technology business to a listed company in 1998. Having learned to program computers at the age of 12, he got involved in AIESEC, the global youth leadership organisation while studying computers in his early 20's. He

was selected to work in the AIESEC international secretariat based in Brussels, Belgium and travelled extensively. Through this experience he learned invaluable lessons about culture, leadership and strategy as a vice-president of the twelve-person team who lead the 80 country, 700 university member driven organisation.

Industry Experience

Dale has lead teams and managed the bottom line of businesses in the banking and technology sectors. As an executive coach and strategic facilitator he has worked in the accounting and auditing, advertising, asset management, automobile manufacturing, banking, brand and strategy, construction, consulting, education, financial advisory, financial services, fishing, health, investment, luxury hotels, manufacturing, media, non-profit, retail, retail design, sports management, stockbroking and technology industries.

Coaching Approach

The coaching approach that Dale uses is built on the three pillars of positive psychology, scenario planning and rational thinking. In each area he has developed his own approaches and methods that are influenced by the leading thinkers in that area combined with his own experience in business.

Recent Assignments

- Executive Coach to Senior leaders at an International pharmaceutical company to integrate their learning from a year long leadership intervention at the Graduate School of Business in Cape Town.
- Leadership facilitator to executives in a leading South African financial services organisation to consider their role as leaders.
- Executive Coach to an award-winning entrepreneur contemplating the exit from the business he founded.
- Executive coach to an executive between assignments to prepare for his next engagement.
- Strategy facilitator to the leadership team and owners of an education startup company to think through and decide their strategy for growth.
- 360 degree feedback debrief for a team of South African executives of a Fortune 500 company.

Education, Publications, and Professional Affiliations

- MA (Middlesex University – United Kingdom)
- Master Coach (i-Coach Academy United Kingdom)
- Co-author: Strategic Management Supplement for Southern Africa

- Accredited Integrative and Adfer Enneagram Coach
- Accredited Gallup Strengths Coach
- Full member of World Association of Business Coaches (WABC)
- Member of International Coach Federation (ICF)
- Member and past president of Coaches and Mentors of South Africa (COMENSA)
- Associate leadership facilitator and executive coach to Centre for Creative Leadership
- Associate to Korn/Ferry Lorimer
- Convener of the Strategic Thinking course at the University of Cape Town, the capstone course for final year Business Science students.
- Curator and instructor of the University of Cape Town Foundations of Executive Coaching short course.
- Guest faculty and supervisor for the MPhil in Management coaching at the University of Stellenbosch Business School.
- Periodic guest faculty on Executive Education programmes for the Graduate School of Business Cape Town.