

Dr. Steve Marshall



Steve Marshall has more than 12 years experience as an executive coach, organization consultant and facilitator in the public, private and third sectors. His practice is informed by inquiry, dialogue and complexity based approaches to change and innovation.

Steve flew fighter jets in the RAF for more than 16 years, before moving onto multi-faceted leadership roles encompassing multi-national, political, and cultural challenges. As a consequence, he developed a deep interest in decision-making under stress from both a personal and organizational perspective. His coaching work now translates his ability to understand conflict, shifting environments and requirements, multiple stakeholders, critical time constraints and high stakes into transformational interventions in the workplace.

Steve's work is underpinned by a serious commitment to continued development and personal change. He is a faculty member at a leading UK business school where he supervises PhD students bringing an Action Learning perspective to their own development journey. Through his own radical doctorate in creative identity he brings a variety of visual and digital methods as helps clients to envision their personal view of leadership, innovation and change.

Recent interventions include:

- Supporting a high-profile public sector leader to develop change leadership skills, manage an increasingly politicised environment and motivate multi-disciplinary teams. The client directly controls a budget of £240 million and manages a workforce of 3,000 across 9 sites.
- Provision of reflective conversations for a governmental leader addressing the complexity of her role, which spans multiple government agencies. The conversations have successfully provided a 'pause for thought' in a busy diary, a 'sounding board' for various relational issues and a leadership advisory role.
- Developmental coaching of academics and administrative professionals over 5 years at a Russell Group university. The work continues to cover a range of issues including helping clients to adapt their leadership style following promotion, dealing with complexity and conflict, motivational issues and communication.

Steve works across Europe and the US from rural Lincolnshire base where he lives with his family. When he is not working he can usually be found either repairing his crumbling Victorian farmhouse or, on nice days, riding his beloved Ducati motorcycle.