



Sandler Lanz

Specialists in
executive coaching

ANNETTE GARDNER, MBA



Annette has worked in organisational and leadership development for 13 years. She started out as a management consultant and soon began to specialise in coaching senior executives. She works with both individual leaders and top teams and also has extensive experience in designing and running masterclasses. Annette's work reflects a powerful combination of first-hand organisational experience (as a member of the Civil Service fast track), broad business knowledge and psychological insight (based on many years' training).

At Board level Annette often works with CEOs or directors who are either leading a major organisational change or who have been recently promoted and are taking up a broader strategic role. She also coaches executives who have been identified by their organisations as having high potential and are tasked with delivering key business initiatives.

Annette takes a structured, creative approach which she grounds in her client's work situation and their leadership goals. Her style is collaborative and thought-provoking. Her clients appreciate her ability to understand their work issues quickly, to help them see situations from different perspectives and to find new ways of tackling their challenges. A senior client commented that "*She paced our sessions really skilfully and was often frighteningly accurate with her observations.*" Another stated that "*...working with Annette is extremely beneficial. I have dramatically changed the way I work.*"

Many of Annette's clients come from the pharmaceutical, financial, retail and professional services sectors, Central Government and major charities. Organisations she has worked with include: American Express, Barclays Bank, Ernst & Young, First Data, Greater London Authority, John Lewis Partnership, Lloyds Register, London Business School, Arts Council England, Save the Children and The Prince's Trust.

Annette has an MBA from London Business School. She is the co-author of the case study 'Lufthansa: The Challenge of Globalisation' which was the overall winner of a prestigious academic prize in 2003. She is an accredited and highly-skilled Myers-Briggs Type Indicator (MBTI®) practitioner and has long experience of using a wide range of other psychometric tools, including 360 degree feedback