

**Sandler Lanz**

Specialists in  
executive coaching

## **KATE LANZ, MBA, B.Sc. Psych.**



Over the past 14 years Kate has built a reputation as a first-class executive coach, combining 12 years of corporate experience with psychological training to help senior business leaders achieve lasting behavioural change.

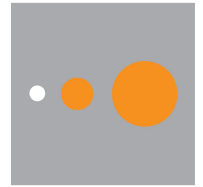
Kate specialises in coaching senior individuals, teams and undertakes Board Development work. In 2002 Kate joined forces with Catherine Sandler and helped develop a highly successful and fast-expanding practice. In March 2007 she became Executive Director of Sandler Lanz.

Kate's corporate career has centred on blue chip organisations, notably Diageo. She successfully held senior roles in marketing, sales and general management. In the course of her international business experience, Kate has lived and worked in six countries, including Holland, Hungary, the US and 8 years in Latin America. She speaks Spanish, French and German and coaches clients across Europe as well as in the UK.

Kate's direct, robust, and compassionate coaching style draws on both her in-depth knowledge of business and her extensive psychological training. One of her trademarks as a coach is an ability to help clients to convert a new insight into action - fast. Kate specialises in helping senior individuals develop their emotional intelligence. Knowing the commercial realities of business herself gives her the experience and skills to get right inside client issues and add value while her psychological expertise enables her to understand what may be going on 'below the surface' and help clients make sustainable changes to their leadership.

Kate's international background enables her to bring a particular expertise to cross-cultural issues and the performance coaching of virtual teams.

Kate coaches and tutors on a wide range of general and tailor-made executive programmes at INSEAD, France's leading business school with the INSEAD Global Leadership Centre. Her work with INSEAD includes coaching on the 'Executive MBA' in Europe, Beijing and the Middle East as well as on company specific programmes in the USA at Wharton University.



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Clients state that Kate's work has "*...far exceeded expectations*" and has "*created a noticeable change in attitude towards responsibility and accountability.*" A recent Board client has commented that "*...the coaching has truly changed the way I think...the colleague relationship that I was really struggling with is now the best one I have!*"

Kate has coached leaders across a broad spectrum of sectors from Board Directors of large multinationals to start-ups. Her clients include Diageo, Pfizer, John Lewis Partnership, Smith & Nephew, IKEA, Ernst & Young, Deutsche Bank Disney, EDF Energy, the Cooperative Group, AXA insurance and large not-for-profit organisations, to name but a few.

Kate's qualifications include a BA in Modern Languages, an MBA and a BSc in Psychology. She is a trained coach qualified supervisor, an accredited user of several psychometric instruments, notably Myers-Briggs Type Indicator (MBTI ®), FIRO-B, the California Psychological Inventory and the Thomas Kilman Conflict Mode Instrument. Kate is also highly experienced in using 360 degree feedback.

Kate was invited to join the panel of 50 coaches worldwide as a founder member of the WABC (World Wide Association of Business Coaches) and presented on the topic of team coaching at their conference in Vancouver. Kate is also an accredited member of APECS, the Association of Professional Executive Coaches and Supervisors. Kate has also published several articles relating to executive coaching, notably in connection with coaching the Alpha Personality. Kate is a qualified coach supervisor and supervises other practitioners in the field.