



## John Moore

John's style is empathetic while challenging. He is able to help the person analyse complex situations and help them to become an authentic leader. He encourages the risk-taking that is required to increase self-awareness and personal growth. As a consultant, he knows from experience that effective and enduring behavioural and organizational change requires a partnership between the coach and the client, built on trust and communication. He has extensive experience in the GCC Region working with people from different cultures.

John has worked closely with a number of senior executives, including board members of large organisations. An example is working with a Senior Executive in an International Sports federation. The process was first of all to collecting 360-degree feedback by interviewing the client's manager, peers and subordinates. Setting measures which included not only desired leadership and behavioural changes in the client but also the expected impact of those changes on the team and the business performance. Then with the client he developed a coaching program that combined face-to-face and telephone support. The results were a leader who embraced change rather than feared it, reduction in employee turnover in his area and improved relationships throughout.

John is a Coach for London Business School and supports their initiatives across the Middle East, Asia and The Far East.

*"I believe that I show a true but positive mirror to a person and help them change the things that they want to change. Too often when people look in the mirror they either distort the positives and negatives about themselves or miss other things completely. Often as you become a leader in an organization few people are willing to tell you what they see and give you genuine feedback that helps you to become a great leader."*

### Examples of Recent Assignments

A recent program has been working with Senior Omani Managers from an Oil and Gas company. Working with these Executives at an individual as well as a group level, this includes providing reflection on their personality and current perception in the organisation through the use of a 360 degree tool. Assisting them to set personal development plans and providing them feedback on their group interactions and their current Leadership skills. As well as providing follow up coaching sessions every few months. John also tutors on London Business School's Exec MBA programme in the UAE.

### Contact

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## Business Experience

John is an executive coach, management development and HR consultant and facilitator. He has over twenty years' experience of working with the senior leadership teams and managers of organisations in Europe, the Middle East and Asia.

John works in organisational development and HR consulting with experience of working a variety of organisations including Financial Services, Aerospace, Television, Sports, IT, Government Organisations and the oil and Gas sector. He has over 20 years; experience in occupational psychology and using psychometric tests as well as previously managing an Assessment Unit in Saudi Arabia.

In addition, John has been in senior line management positions including Head of HR and IT Services for an International sporting federation which relocated to the UAE and also senior management experience for a UK based IT Company. He has project managed multi-million dollar contracts while in the Sports industry.

## Training, Qualifications and Accreditations

John has a Masters in Individual and Organisational Development from The University of Westminster in London.

He has a Post Graduate diploma in Advanced Executive Coaching, which he studied for in Prague. He also has a Post Graduate Diploma in Personnel as well as a Bachelor's degree in Psychology gained in the UK.

He is also Level B Psychometric Assessor with British Psychological Society accredited in NEO, Saville Wave, OPQ and has used MBTI, 16PF and Hogan. He has approval through Mentis to conduct the Hogan Certification Workshop and has extensive experience with the Hogan Inventories.

## Personal Philosophy

I believe that as individuals we never stop learning and that we need to keep challenging ourselves to make the best out of our lives and careers. I believe that we need to leave a positive mark when we are gone and help other people to discover their true potential.

## Other Interests

John is a writer has recently published his first book which tells about his first leadership experiences in the wilderness of The West Coast of Canada. He is also involved in encouraging writing in the UAE and belongs to The Dubai Writers Group.