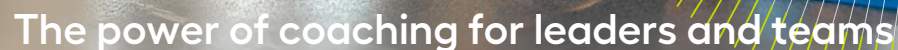
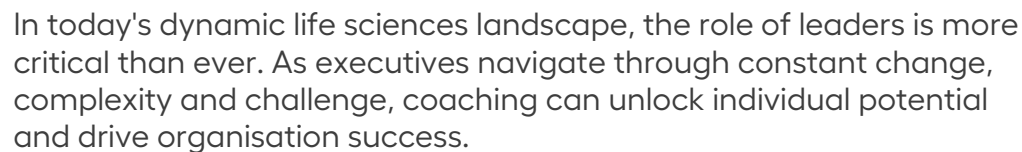
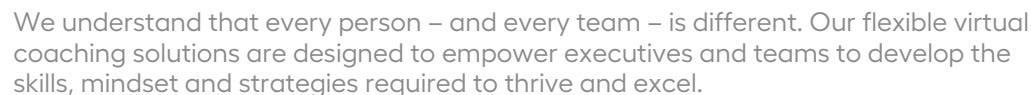


The logo for insocius, featuring the word 'insocius' in a bold, lowercase, sans-serif font.The text 'Insocius performance™' in a white, sans-serif font, with 'performance' in a smaller size and a trademark symbol.The text 'The power of coaching for leaders and teams' in a white, sans-serif font.A paragraph of text in a dark grey font, describing the importance of coaching in the life sciences industry.A paragraph of text in a dark grey font, explaining the company's coaching solutions.

### Who we work with

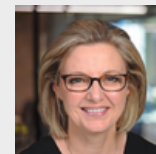
- Leaders new in role or new to the organisation
- Leaders needing to develop and execute strategy or improve individual performance
- Leaders and teams looking to build resilience
- Teams going through complex change in vision, strategy or culture
- Teams needing to improve alignment, ways of working or team performance

### What we offer

- One-to-one coaching
- Team coaching
- Team development and meeting facilitation

### Our coaches

Our coaches have a unique combination of pharma expertise, HR knowledge and high quality coaching qualifications.



#### Carol-Anne Whittaker

Carol-Anne is a former global board level pharma executive at Novartis with marketing, sales and communication experience. A qualified advanced executive coach, and ICF and AGILE certified, she has 14 years' experience coaching senior leaders and teams.



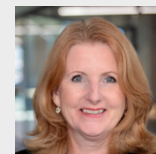
#### Patrick Bermingham

A commercial HR leader with over 20 years' experience working with leadership teams in global brands. A Fellow of the Chartered Institute of Personnel & Development, Patrick holds an MSc. Coaching & Behavioural Change from Henley Business School, is ICF certified and coaches both high potential and established leaders.



#### Caroline Stern

A leader with 25 years of commercial, communications and change experience, developed in senior roles in consultancy and the pharma industry. An Academy of Executive Coaching (AoEC) and AGILE-qualified executive coach, Caroline is experienced in working with mid and senior level leaders.



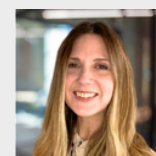
#### Helen Keddie

Helen has over 30 years of in-house pharma experience, with expertise in strategic planning and operational excellence gained from 15+ launches. She offers a blend of Clinical Development, Medical Affairs, Market Access & Policy experience. An AoEC qualified exec coach, she is accredited by the European Mentoring and Coaching Council.



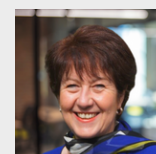
#### Richard Wells

Richard has held HR leadership roles in the US and Europe including leading and delivering people change programmes for global and national organisations. He has worked at Executive Committee level and holds an advanced executive coaching qualification.



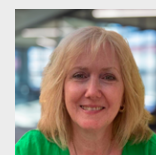
#### Louise Asbury

Louise has held communication and change consultancy and business management roles in a Big 4 consultancy and HR outsourcing leader, and has 10+ years' experience in supporting leaders in pharma. She is AoEC qualified and has experience coaching neurodiverse individuals.



#### Karen Drury

Karen is a qualified coach with expertise in strategic communication and senior management development. Her experience spans a variety of industries including pharma, insurance and manufacturing. An experienced facilitator, Karen holds an MA in Organisation Behaviour.



#### Kathryn Pope

Kathryn is an experienced ICF certified coach with a strong commercial background in Marketing. A volunteer leader with the ICF, Kathryn helped drive the growth of the coaching profession globally. Kathryn has an interest in and understanding of neurodiversity and has experience working with leaders who think differently.

## Areas we support

### Strategic leadership development

- Identify and refine leadership strengths
- Cultivate strategic thinking and decision-making
- Develop a leadership style that aligns with organisational goals

### Adaptability to complex change

- Equip leaders to lead teams through change seamlessly
- Develop adaptability and resilience in the face of uncertainties
- Foster an organisational culture that embraces change

### Decision-making and conflict resolution

- Build skills to navigate and resolve conflicts constructively
- Enhance decision-making processes for optimal outcomes
- Develop the ability to balance short-term goals with long-term vision

### Executive presence

- Enhance executive presence for impactful leadership
- Develop a strong personal brand aligned with organisational values
- Equip leaders to effectively represent the company externally

### Team building and collaboration

- Strengthen team dynamics and collaboration
- Develop strategies for building high-performing teams
- Foster a culture of inclusivity and diversity

### Authentic conversations and communications

- Enhance communication skills for impactful leadership
- Foster a culture of transparency and collaboration
- Navigate difficult conversations with confidence and empathy



We'd love to speak to you about how our **Insocius performance™** offer and experienced coaches could support you and your business. Please contact us to find out more or for a confidential discussion.

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[www.insocius.com](http://www.insocius.com)

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