

# Julian Humphreys PhD, PCC Executive & Leadership Coach



## Professional Background

Julian has been an independent consultant since 2000, partnering with senior leaders on communications strategy before transitioning into executive and leadership coaching in 2010. Today he is all-in with coaching – an ICF Professional Certified Coach, the Founder and Editor-in-Chief of the academic journal Philosophy of Coaching, and a long-time member of the ICF-Toronto Board. He also writes a column for Psychology Today called ‘Anxiety at Work: How To Be Fearless Without Being Foolish.’

## Educational Background

### International Coach Federation

- PCC Accreditation

### University of Toronto

- PhD Education

## Certification, Assessments & Licensure

### Coaches Training Institute

- Certified Professional Co-Active Coach (CPCC)

### Leadership Circle Profile

- Certified to Administer Leadership Circle Profile 360 and Culture Survey

### Additional Training in:

- Organizational and Relationship Systems Coaching (ORSC)
- Psychoanalytic Understanding of Work Groups, Organizational Dynamics and Leadership
- Acceptance and Commitment Therapy (ACT)
- Dialectical Behaviour Therapy (DBT)
- Existential Psychotherapy

## Overview and Strengths

Julian has been a trusted advisor and confidante to leaders since 1999 when he was hired as Communications Consultant to a senior VP at CGI, the largest independent IT consultancy in Canada. Since then he has coached countless leaders in private- and public-sector organizations in North America, Europe, Africa and the Middle East.

The focus of his coaching today is mostly in the areas of strategic decision-making, communication, time management, delegation, and work-life balance. He is also extremely adept at collecting and delivering 360 feedback and supporting the change initiatives that arise from that process.

Julian earned his PhD in Education from the University of Toronto in 2010 and has presented at international conferences in Europe and North America, including at UNESCO, Harvard, NYU, McGill, Queens, and the University of Toronto.

He is the Founder and Editor-in-Chief of Philosophy of Coaching, a bi-annual, peer-reviewed, open access academic journal serving the coaching community, and he writes a column for Psychology Today called Anxiety at Work: How to be Fearless without being Foolish.

Julian has completed training in Co-Active Coaching and Organizational and Relationship Systems Coaching (ORSC), is a Certified Practitioner of the Leadership Circle Profile 360 and Leadership Culture Survey, and has completed additional training in Acceptance and Commitment Therapy (ACT), Dialectical Behavioral Therapy (DBT), Existential Psychotherapy, and the Psychoanalytic Understanding of Work Groups, Organizational Dynamics and Leadership. He holds the Professional Certified Coach (PCC) credential from the International Coach Federation (ICF) and is on the Board of Directors of the Toronto chapter of the ICF.

## Coaching Philosophy

Julian works with CxOs, VPs, Directors, and High Potentials to create observable behavioural change that is career-enhancing for the individual and delivers high ROI to the organization.

Julian brings a wide range of frameworks, models, tools and assessments to develop leaders in the areas of strategic decision-making, communication, time management, delegation, and work-life balance. His goal is to exponentially increase the rate of personal and professional growth in his clients so they continue to benefit from his coaching long after he's gone.

Clients appreciate the clarity with which he reflects their concerns, his commitment to deliver the results they're looking for, and the humour and insight he brings to coaching conversations.

Clients describe him as sincere, authentic, skillful, nimble, transformational, informative, attuned, genuine, perceptive, articulate, insightful, persuasive.

## Coaching Highlights

Julian enjoys helping leaders grapple with extremely complex challenges. By holding a space for them to engage in rigorous reflection about who they are and what's going on for them, he enables them to make powerfully-informed decisions about how they want to proceed, given the circumstances they find themselves in.

## Coaching Examples

- Coached a senior medical professional through a difficult merger which ultimately led to her becoming the Deputy Medical Director of the amalgamated entity
- Coached the CEO of a large US healthcare organization posted to the Middle East as he adapted to a foreign culture and reconciled the demands of competing stakeholders, including family members.
- Coached the President of a Canadian university on 360 feedback as he attempted to align stakeholder groups hostile to each other and his leadership style.
- Coached a senior leader in the Ontario Public Service as he prepared for multiple interviews,

leading to an Interim Assistant Deputy Minister (ADM) appointment

- Coached a new Director in the Ontario Public Service as he was onboarded into the role, including 360 feedback debriefs and sponsor interviews
- Coached the President of a mid-size Canadian law firm on retirement and succession planning, resulting in him taking a hands-off HR role while his children took over day-to-day operations
- Coached the son of the owner of a multi-generational family business on next-generation preparedness.
- Coached a senior manager in digital communications on strategic relationship building and emotional intelligence.
- Coached an interim director in the Ontario Public Service on emotional intelligence and leadership effectiveness, leading to a permanent director position shortly after the coaching was complete
- Coached the CEO of a small, rapidly expanding financial company, clarifying strategic direction and proactively addressing HR issues.
- Co-led a full-day leadership development workshop for 60+ managers, described by one of the participants as “extremely well facilitated - one of the best I have ever attended.”

## Sample Client List

- Microsoft
- Expeditors
- LifeLabs
- Shaw Media
- FSCO
- Ontario Public Service

## Specializations

- Leadership Coaching
- Executive Coaching
- Team Coaching
- Critical Thinking
- Strategic Thinking
- Emotional Intelligence
- Emotional Agility
- Difficult Conversations
- Courageous Leadership