



**Alan McFarlane**

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#### **ALAN AT A GLANCE**

##### **International C-suite Executive Coach**

Alan is a senior executive coach and change management expert-mentor who collaborates with the leading global business school of IESE, Barcelona, Spain in their prestigious advanced management programs. He has worked closely with board members, CEOs, regional presidents and executive leadership teams of multi-million dollar operations for many years.

His areas of interest include leadership development, executive team effectiveness and business performance. One of his specialities is a profound, world-class process to define his clients' core brand essence which helps them secure their optimal role-work environment combination.

#### **CAREER**

##### **Lawyer, MBA, Director in Multinational, Executive Coach and Mentor**

Alan was a commercial litigation partner with a top ten Scottish law firm in his first career before gaining his MBA from IESE Business School. He pursued a successful corporate career as director in Diageo plc, including membership of their LatAm Regional Executive Committee, focusing on change management and human resources across many functional areas including finance, sales, marketing, supply, HR, communications, legal and shared services. Alan lived in Sao Paulo for three years, working in parallel in Mexico, Colombia and Venezuela. He has also lived and worked in several countries in Western and Central Europe including Hungary where he was HR Director of an 800-person award-winning global finance centre and HR Business partner to both the Group Controller and Treasurer.

## **COACHING SCOPE**

### **Geography, Network, Sectors**

Currently based between Barcelona, Rio de Janeiro and Cairo, Alan is well connected with the business world in all of those areas. He has a number of CEOs, commercial directors, HR Directors, and private equity investment consultants in his immediate network and has clients from the USA, Mexico, Brazil, Chile, Australia, New Zealand, China, India, Sri Lanka, Nigeria, Ghana, Egypt, Saudi Arabia, Qatar, the United Arab Emirates, Greece, Turkey, Italy, Spain, France, Netherlands, UK, Norway, Germany, Austria, Slovenia and Hungary.

Alan has coached, facilitated and mentored both males and females of all religious faiths across the FMCG, oil and gas, chemical, banking, pharma, mining, manufacturing, automotive, packaging, NGO and professional service sectors. He has also prepared people for job processes including senior positions in European institutions like the European Bank for Reconstruction and Development (EBRD) and designed and delivered executive development events, facilitated strategic implementation sessions, change management trainings and large-scale employee engagement events for up to 800 attendees.

## **COACHING CLIENTS AND QUALIFICATIONS**

### **Career Stage, Challenges, Aspirations, International Coach Federation (ICF)**

A typical client for Alan is a current or aspiring C-Suite executive facing the challenge of defining and leading a major strategic initiative, a high potential on an accelerated career path, a top executive team wishing to move to genuine high performance and executional excellence, or a professional in the 35 to 45 year-old age range seeking to maximise their potential through career transition. Alan undertook his fully-accredited ICF professional coach training in London with Coaching Development Ltd. and is also a licensed administrator of the leading B5-Plus personality inventory, based on the big five factors. He's known for the strong, supportive and trusted relationships he develops with the executives with whom he works, and has a particular strength in listening. Alan works effectively in English (mother tongue), Spanish and Portuguese.