

Steven I. Davis

Executive Coach

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Career Background:

Steve Davis has worked in senior management roles for JP Morgan in Paris and NY. He has also worked for the former Bankers Trust and led both private equity and European operations based in London. In addition, Steve Davis founded and served as CEO for First International Bancshares Ltd, a London-based merchant bank. For the past 29 years he has run Davis International Banking Consultants (DIBC), a specialist bank strategy consulting firm. Steve Davis brings to coaching his life-long career in banking and finance as a senior practitioner, author, strategy consultant, researcher, teacher and counsellor. In his coaching work he focus on the development of leadership skills, awareness of strategic issues and behaviours, the challenges of expanded responsibilities, and the interpersonal skills needed in large, complex, multi-cultural organizations.

Experience and Representative Client Organizations:

Steve began his executive coaching client work in January, 2005 following two years practice coaching in the context of an MSc in Career Management and Counselling at Birkbeck College in London. His client work to date has been with institutions such as ABN AMRO, Skandia, the Financial Services Authority, IDDAS and Deloitte. For the past 29 years, however senior executives, including CEOs, have been the focus of his on-going career work as a senior bank strategy consultant. In this role he has worked with the top team in organizations like Westpac Banking Corporation, Société Générale, Bank of Ireland, Svenska Handelsbanken, Power Financial Corporation, DnB NOR, ING Group and IXIS Asset Management.

Coaching Qualifications and Training:

Steve is a graduate of Amherst College (with honours and membership in Phi Beta Kappa) and the Harvard Business School (MBA in Finance). He received his MSc in Career Management and Counselling in early 2006 from the Department of Organizational Psychology of Birkbeck College in the University of London. His MSc project at Birkbeck focused on how organizations evaluate the coaching intervention. He is also an accredited coach with Cedar Talent Management in London.

Areas of Specialization and Coaching Methodology:

Steve has written 14 books on the management of financial institutions, including *Leadership in Financial Institutions*. His coaching style is basically person-centred but also incorporates other techniques such as psychodynamics and CBT (Cognitive Behavioural Therapy). Steve's approach is to start with the assumption that the individual is ultimately responsible for his or her own behavioural development, while the coaching role is to provide the insight and recommendations of an experienced executive and coach to address barriers to performance improvement. Leadership, transitions and the first 90 days, strategy, work/life balance and communication are areas of specialisation for Steve's coaching practice. Steve is able to bring a unique perspective grounded in more than 25 years of senior, practical, hands-on experience to the development of executive leadership skills.