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## Ana Oliveira Pinto

### Executive Coach

Ana is a Portuguese Executive Coach and Consultant in Change Management and Executive & Talent Development.

She works in Portugal and internationally with executives from North Europe, South Asia, South and West Africa, South and North America.

Her passion is to work with her clients to find different ways of looking at things and new possibilities that enhance personal fulfilment and deliver outstanding professional performance, while developing a sense of one's own values, life purpose and goals.

Additionally, Ana is keen on using action learning-based developmental tools, as well as reflection and dialogue to enhance transformation.

The focus of Ana's coaching has been on supporting senior executives develop leadership capabilities, awareness and confidence, especially in times of transition or within challenging assignments.

#### Region

Europe

#### Area of expertise

Developing Leaders

Working Parents

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## Coaching style

Ana provides her clients with the space to develop themselves to become the person they want to be, to take responsibility for their lives, which ultimately means gaining an awareness of one's limiting beliefs and paradigms and acting upon them. Ana's style is warm and close, but still very accurate, transparent and action-oriented. Clients often describe her as 'an exceptional listener', with empathy that encourages her

clients to talk with truth, openness and candour. She adopts a system and person-centered approach, as well as a focus on strengths and solutions. Ana works with clients to facilitate change and create a plan of action that gives structure and clarity to the desired end results. Clients frequently share that the coaching sessions make them feel energized, more confident and self-aware, willing to take responsibility and move forward with a strong sense of meaning.

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## Special Interests

The development of high potential women is one of Ana's preferred areas of work and over the last eight years she has developed a particular specialism in gender diversity management.

She joined ECC in 2011, motivated by the fact that ECC was doing pioneer work by addressing the life changing transition that maternity represents. Ana has two young daughters and has first-hand experience of balancing the challenging role of being a mother with working full-time in a competitive working environment. Ana is committed to making the business case in Portugal for career development and transition coaching for professional women, through promoting research into the effectiveness of coaching and mentoring in women career advancement.

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## Background

Ana has almost 25 years' experience of working with organizations on change and development projects. Furthermore, she worked as a senior consultant at PWC and Hay Group, before starting her own practice in 2005. In her coaching Ana has specialised in supporting individuals through their leadership transitions and career passages. She works on a one to one basis and has experience in team coaching and working as a feedback coach in leadership development programmes.

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## Training & Qualifications

Ana is a certified coach – is a Senior Practitioner Coach, accredited by the EMCC – European Mentoring and Coaching Council, with almost 2500 hours of executive coaching experience. Ana is also certified as Feedback Coach and as Executive Coach by the Center for Creative Leadership. Ana has done her initial coaching training with Performance Consultants International, with the International Coaching Community and with Activision. Ana also has experience in using development tools such as MBTI, Learning Styles and 360° Feedback Tools. She is certified in Emotional Intelligence (ECI 360°-Hay Group and Daniel Goleman), FIRO B and WPB5.

Being strongly committed to her continuous professional development, namely by being under regular

supervision. Ana has a History Degree from Universidade Clássica de Lisboa and has been professionally trained in the fields of management, behavioural change, leadership skills, self-development, coaching and mentoring.

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## **Current Clients**

Ana has been working across a wide range of clients, including clients from IT, finance, pharmaceuticals, FMCG, manufacturing, consultancy, telecommunications, retail, the Portuguese Government (Central Administration), culture and education. At the moment she is working with two FMCG's, one Pharmaceutical company and one company from the Health sector.

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