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## Emma Spitz

### Director and Executive Coach

Emma is particularly interested in working with individuals during transition points in their careers – either to a more senior role, working within a new organisation or through periods of significant change. She enjoys working with high potential individuals and Leaders to enable them to realise their potential and their aspirations.

Emma has a highly empathic and intuitive approach to coaching which provides her with insights into her clients which allows her to challenge them in a fearless and demanding yet encouraging and supportive way.

“Clients describe me as being open and challenging within a highly supportive and constructive framework. I bring objectivity and structure to a client’s personal and professional development goals, as well as thought-provoking insights.”

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#### Region

United Kingdom

#### Area of expertise

Developing Leaders

Women in the Workplace

Working Parents

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## Coaching Style

Each coaching programme is tailored to her individual client’s needs, where they will examine their strengths, development areas, coaching and business objectives using a structured framework which allows them to develop relevant and achievable action plans leading to significant results. Emma combines perceptiveness with a strong pragmatic and business focus to ensure that her clients focus on action and achieving results.

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## Special Interests

As a natural development of her interest in transition and development coaching, Emma successfully created and launched Maternity Coaching in 2005. Through her personal experience of maternity leave at a major Investment Bank (Emma has three children) Emma recognised the need for bespoke coaching for working mothers. On joining The Executive Coaching Consultancy she subsequently designed and developed a coaching programme to support women before, during and after their maternity leave. She is a passionate advocate for supporting individuals during this period of transition and of the benefits that coaching can bring to both the individual and their organisation. As the first UK consultancy to offer tailored maternity coaching programmes, Emma continues to successfully lead and develop this growing area of executive coaching and ECC now leads the market as providers of maternity coaching programmes.

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## Background

Prior to joining the Executive Coaching Consultancy in February 2004 Emma spent over 10 years working in the financial services sector, working for the Prudential, the Liberty Life Group and JP Morgan Chase. As an HR Manager, a Learning and Development Specialist and now as a coach, Emma has worked extensively with individuals across a wide variety of roles, levels, organisations and sectors to help them optimise their performance and realise their potential.

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## Training and Qualifications

Emma is a Psychology graduate, with an MSc in Personnel Management and Industrial Relations from the London School of Economics and has completed a Certificate in Coaching. Emma is trained in the use of psychometric profiles and often uses these, together with 360 Degree Feedback, to help individuals increase their self-awareness. She is a Chartered Member of the Institute of Personnel and Development, a Member of the Association for Coaching and was granted AC Accredited Coach status in March 2007 and Accredited Executive Coach status in April 2013. She is also a member of the EMCC.

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## Current Clients

Since joining ECC in February 2004, Emma has worked with clients in a variety of management and professional roles at Allen & Overy, Ashurst, Bank of America Merrill Lynch, Bingham, Bridgepoint, Deutsche Bank, JP Morgan, HG Capital, Goldman Sachs, Lewis Silkin, Morgan Stanley, CMS Cameron McKenna Nabarro Olswang, SJ Berwin and UBS.

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