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## Patrick McMaster

### Executive Coach

Patrick has been delivering executive coaching and leadership development since 2004. He coaches both individuals and teams, helping them to realise their full potential and clarify/attain their goals. Patrick's focus is with high potentials, Execs and especially with individuals at key transition points in their career/life.

#### Region

United Kingdom

#### Area of expertise

Developing Leaders

Working Parents

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## Background

Patrick has a unique and deep background in leadership and talent development from the Technology and Sport sectors. From 2013-2018 he worked in an elite and grassroots sport environment at England Rugby, responsible for all executive coaching, leader and employee development.

Previously, he spent 12 years working for three high growth/performance technology businesses – Three, O2 and BlackBerry, directing both recruitment and leadership/learning & development across Europe, Asia and the UK. He's been a Director with £1m+ budget and a team of 15 direct reports in multiple countries.

Prior to working in leadership development, Patrick worked in recruitment, identifying talent for start-up technology companies in the late 1990s. He has lived and worked in Japan (published children's book author) and Australia.

Patrick lives in Maidenhead with his wife and 3 daughters and volunteers as Vice Chair of Newlands Girls Secondary School and as an FA Level 1 football coach.

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## Coaching Style

Patrick has an informal, listening and positive style of coaching, helping individuals enhance self-awareness, confidence where needed, and action. He enjoys both supporting and challenge client's behaviours and he believes in life-long learning. There are millions of books, websites and models/theories which aim to improve people's and organisations leadership, performance and engagement available....with so much choice, how do you know what will work best for you? Patrick listens to your needs and plays back what he hears/sees and feels. He helps you think through what you're really aiming for organisationally and individually and how high you're aiming. You achieve more.

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## Coaching Specialisms

As well as executive coaching, Patrick designs and delivers programmes specifically aimed at developing and retaining talent and leaders in organisation such as;

- ECC Leadership & Management Development Programmes.
  - Patrick is also a parental transition coach. He's the only man he knows who has worked in plc standard businesses on a part time basis for c10 years. He has supported other men to transition to part time working. He is passionate about flexible working.
  - Patrick is particularly interested people's perceptions of taking personal risk and the short- and long-term consequences of these actions.
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## Training & Qualifications

- Qualified ILM Performance Coach
- Accredited Association for Coaching Coach
- Member of the Association for Coaching
- MSc in Organisation Consulting (2011)
- BSc (Hons) in Management Science (1993)
- Insights practitioner

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## Current Clients

- King
- White & Case
- McLaren
- Derwent London
- Deutsche Bank
- Nuveen
- Morgan Stanley
- Reckitt Benckiser

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