



Andrew Shea is a coach and leadership development specialist with a record of success in international organisations. His focus is high performance and transformation — at organisational and at personal level.

He is a **Chartered Occupational Psychologist (British Psychological Society)** and a **Chartered Fellow of the CIPD**, coaching at ICF PCC level. As a consultant he has run needs analyses for international clients and designed leadership programmes on performance management, leading change, coaching and influencing with integrity. In one telecommunications start-up he delivered the resourcing, onboarding, leadership development and assessment systems needed for the company's launch.

PROFESSIONAL EXPERIENCE

Independent Practice | Ireland · Germany

Coach, Leadership Trainer & Business Owner (since 2008)

- Executive and business coaching at ICF PCC level
- Design and delivery of leadership development programmes
- Needs analysis and learning strategy for international organisations
- Agile leadership and team coaching

Vodafone Emerging Markets | International

Head of Learning & Development (2005 – 2008)

- Leadership of the learning and development agenda in emerging markets
- Build-up of leadership academies and assessment systems

Vodafone Group | International

HR Manager, International M&A (2000 – 2005)

- HR responsibility in international mergers and acquisitions
- Start-up team for the launch of a new company: resourcing, onboarding, leadership development and assessment

BMW | International

HR Manager, International Start-ups (1995 – 2000)

- HR management for international start-up operations

EDUCATION

M.Sc. Occupational Psychology	Queen's University Belfast, United Kingdom
M.A. Qualitative Psychology	University College Cork, Ireland
B.A. Economics & Psychology	University College Cork, Ireland
Engineering Business Management	University of Warwick, United Kingdom

ADDITIONAL QUALIFICATIONS

- Chartered Occupational Psychologist · British Psychological Society
- Chartered Fellow · Chartered Institute of Personnel and Development (CIPD)
- Professional Certified Coach (PCC) · International Coaching Federation
- Master Practitioner · Neuro-Linguistic Programming
- Ontological & Co-active Coach
- Agile Coach & Large Scale Scrum Master

SELECTED CLIENTS

Allianz	Vodafone	PUMA
Uniper	TeliaSonera	Coca-Cola

WORKING LANGUAGES

English	Mother tongue
German	Working knowledge

PROFESSIONAL ASSOCIATIONS

- International Coaching Federation (ICF)
- Chartered Institute of Personnel and Development (CIPD)
- British Psychological Society (BPS)