Sustainable HRM Skillnet

# Executive Coaching Programme 2026/27

Developing Sustainable Leaders for Future-Focused Organisations

www.sustainablehrmskillnet.ie

# Building Leadership Capability for Sustainable Organisations

Organisations today are operating within increasingly complex environments shaped by workforce transformation, technological disruption, changing employee expectations and growing pressure to build resilient, sustainable and human-centred workplaces.

In this context, leadership capability has become one of the most critical drivers of organisational sustainability, workforce resilience and long-term performance.

The Sustainable HRM Skillnet Executive Coaching Programme has been developed as a strategic leadership intervention designed to support organisations in strengthening the leadership capability required to navigate these evolving challenges successfully.

At the heart of Sustainable HRM Skillnet's philosophy is the belief that sustainable organisational performance is achieved not simply through operational outputs, but through strong leadership, healthy workplace cultures, emotionally intelligent decision-making and the long-term development of people capability.

This programme aligns closely with Sustainable HRM Skillnet's strategic focus on:

- future-ready workforce capability
- sustainable people practices
- resilient organisational culture
- leadership adaptability
- emotional intelligence and wellbeing
- governance and responsible leadership
- sustainable organisational performance

Rather than offering a one-size-fits-all coaching model, the programme brings together an experienced panel of executive coaches with diverse leadership, organisational and sectoral expertise.

Each coach brings a distinct perspective and leadership specialism, enabling organisations and participants to identify the coaching approach best aligned to their leadership context, development goals and organisational challenges.

**For further programme and launch details please visit our website www.sustainablehrmskillnet.ie**

# Organisational Challenges:

Every organisation is unique, but many face similar leadership challenges as they grow, adapt and respond to an increasingly complex business environment. Whether developing future leaders, strengthening executive teams, leading organisational change or improving commercial performance, the right coaching support can help leaders build the confidence, capability and perspective needed to deliver lasting impact.

Rather than selecting a coach based solely on their profile, we encourage organisations to begin by identifying the leadership challenge they are seeking to address. The following coaching pathways have been designed around the most common organisational needs, making it easier to find the expertise that best aligns with your strategic priorities, leadership goals and business context.

Each pathway highlights the outcomes organisations can expect, together with the executive coaches whose experience and approach are best suited to supporting those challenges.

## The Leadership Challenge Categories

### 1. Executive Leadership & Strategic Decision-Making

**Helping senior leaders lead with confidence, clarity and strategic focus.**
Today's executives operate in environments characterised by increasing complexity, competing priorities and heightened accountability. Executive coaching provides dedicated space to think strategically, strengthen decision-making and lead with greater confidence during periods of growth, uncertainty and organisational change.

This coaching pathway is particularly valuable for senior leaders seeking to enhance executive presence, influence stakeholders, improve board-level communication and make better strategic decisions while balancing long-term organisational success with day-to-day operational demands.

**Typical Coaching Outcomes**
- Stronger strategic thinking
- Increased executive presence
- Greater confidence in decision-making
- Enhanced board and stakeholder influence
- Improved leadership effectiveness

**Recommended Executive Coaches**
Tom Armstrong - Executive Leadership • Commercial Strategy • Board Leadership

Carina Furlong - Executive Presence • Leadership Development • Emotional Intelligence

David Buggie - Executive Teams • Organisation Development • Strategic Change

Susan Duggan - Executive Leadership • Strategic Alignment • Reflective Leadership

Dr Noel Hennessey - Strategic Leadership • Operational Excellence • Business Transformation

### 2. Leading Organisational Change

**Supporting leaders to successfully navigate transformation, complexity and change.**
Whether implementing organisational restructuring, leading growth, embedding cultural change or responding to external pressures, successful transformation depends upon effective leadership. This coaching pathway supports leaders to guide organisations through change while maintaining engagement, performance and organisational resilience.

Leaders develop the confidence and capability to communicate change effectively, navigate complexity and create alignment across teams and stakeholders.

**Typical Coaching Outcomes**
- Greater confidence leading change
- Improved stakeholder engagement

- Stronger organisational alignment
- Increased leadership resilience
- More effective transformation delivery

**Recommended Executive Coaches**
David Buggie Organisation Development • Strategic Transformation • Executive Teams

Michelle McDaid - Trust • Psychological Safety • Leadership in Complex Organisations

Orla Berkery - Organisational Change • Executive Leadership • Emotional Intelligence

Ronan Myler - Leadership Transition • Organisational Behaviour • Executive Coaching

Neville Bourke - Stakeholder Alignment • Systemic Coaching • Organisational Leadership

Desmond Williams - Strategic Leadership • Organisational Development • Team Effectiveness

## 3. Leadership Performance & Accountability

**Helping leaders maximise individual and organisational performance.**
High-performing organisations require leaders who can create clarity, drive accountability and enable others to perform at their best. This coaching pathway focuses on strengthening leadership effectiveness by improving decision-making, accountability, prioritisation and performance conversations.
Leaders are supported to create sustainable performance cultures that balance organisational objectives with employee engagement and wellbeing.

**Typical Coaching Outcomes**
- Improved leadership effectiveness
- Stronger accountability
- Better performance conversations
- Enhanced decision-making
- Sustainable high performance

**Recommended Executive Coaches**
Mark Fenton - Leadership Performance • Executive Effectiveness • Decision-Making

Margaret Boland - Commercial Leadership • Operational Excellence • Business Growth

Dr Noel Hennessey - Human Lean • Continuous Improvement • Sustainable High Performance

Tom Armstrong - Executive Effectiveness • Commercial Leadership • Strategic Decision-Making

Paul Healy - Leadership Effectiveness • Emotional Intelligence • Executive Performance

## 4. Leadership Communication & Executive Influence

**Developing leaders who communicate with clarity, credibility and impact.**
Leadership communication extends far beyond presentations or meetings. It shapes organisational culture, builds trust and enables leaders to influence effectively during periods of change and uncertainty.

This coaching pathway helps leaders strengthen executive presence, improve communication with stakeholders, navigate difficult conversations and create greater alignment across their teams.

**Typical Coaching Outcomes**
- Increased executive presence
- Greater communication confidence
- Improved influencing skills
- Stronger stakeholder relationships
- Better leadership conversations

**Recommended Executive Coaches**
Gary Neville - Leadership Communication • Employee Engagement • Organisational Culture

Carina Furlong - Executive Presence • Leadership Influence • Emotional Intelligence

Eimear Carney - Leadership Communication • People Effectiveness • Relationship Management

Michelle McDaid - Leadership Clarity • Communication • Executive Presence

Paul Healy - Communication • Emotional Intelligence • Leadership Confidence

## 5. Culture, Engagement & Team Leadership

**Creating workplace cultures where people and organisations thrive.**
Strong organisational performance is built on engaged people, effective teams and positive workplace cultures.

This coaching pathway supports leaders to build trust, strengthen collaboration and create environments where individuals feel valued, supported and motivated to perform.

Leaders develop practical approaches to improving engagement, fostering psychological safety and leading inclusive, high-performing teams.

**Typical Coaching Outcomes**
- Stronger team engagement
- Improved collaboration
- Greater psychological safety
- Enhanced leadership behaviours
- Positive organisational culture

**Recommended Executive Coaches**
Michelle O'Sullivan - Leadership • Culture • Team Development

Gary Neville - Employee Engagement • Workplace Culture • Leadership Communication

Natasha Hughes - Emotional Intelligence • Leadership Influence • Sustainable Performance

Dearbhalla Baviera - Inclusive Leadership • Emotional Intelligence • Communication

Michelle McDaid - Trust • Psychological Safety • Inclusive Leadership

## 6. Emerging Leaders & Leadership Transition

**Supporting leaders as they step into greater responsibility.**
Leadership transitions often represent one of the most challenging stages of a professional career. Whether moving into management for the first time or assuming broader organisational responsibility, coaching provides structured support to help leaders develop confidence, credibility and leadership capability.

This pathway helps leaders establish effective leadership habits while successfully navigating new responsibilities and expectations.

**Typical Coaching Outcomes**
- Increased leadership confidence
- Stronger self-awareness
- Improved communication
- Greater role clarity
- Successful leadership transitions

**Recommended Executive Coaches**
Paula Duffy - Sustainable Leadership • Executive Presence • Human-Centred Leadership

Dervla McKenna - Leadership Growth • Confidence • Transition Support

Carmel Brennan - Sustainable Leadership • Leadership Clarity • Leadership Balance

Claire Carroll - Leadership Development • Organisational Effectiveness • Leadership Confidence

Ronan Myler - Leadership Transition • Executive Coaching • Organisational Behaviour

## 7. Emotional Intelligence & Leadership Resilience

Developing resilient leaders who lead with emotional intelligence and authenticity. Sustainable leadership requires more than technical expertise, leaders must understand themselves, manage pressure effectively and build strong relationships with others. This coaching pathway focuses on developing emotional intelligence, resilience and sustainable leadership behaviours that enable leaders to perform consistently in demanding environments.

**Typical Coaching Outcomes**
- Greater emotional intelligence
- Increased resilience
- Improved wellbeing
- Enhanced self-awareness
- Sustainable leadership practices

**Recommended Executive Coaches**
Natasha Hughes - Emotional Intelligence • Leadership Influence • Sustainable Performance

Carina Furlong - Emotional Intelligence • Executive Presence • Leadership Resilience

Eileen Meehan - Leadership Resilience • Emotional Intelligence • Sustainable High Performance

Paula Duffy - Human-Centred Leadership • Executive Presence • Sustainable Leadership

Orla Berkery - Emotional Intelligence • Executive Leadership • Organisational Change

Dearbhalla Baviera - Emotional Intelligence • Inclusive Leadership • Communication

## 8. Commercial Leadership & Business Growth

**Helping leaders turn strategy into measurable business results.**
Commercial success depends upon leaders who can balance strategic ambition with operational execution. This coaching pathway supports business owners, senior executives and commercial leaders to improve strategic thinking, strengthen decision-making and deliver sustainable organisational growth.

Leaders develop greater commercial confidence while aligning people, performance and organisational strategy to achieve long-term success.

**Typical Coaching Outcomes**
- Improved commercial decision-making
- Greater strategic clarity
- Stronger operational execution
- Sustainable business growth
- Enhanced organisational performance

**Recommended Executive Coaches**
Margaret Boland - Business Growth • Commercial Leadership • Strategy Execution

Tom Armstrong - Commercial Leadership • Strategic Decision-Making • Board Leadership

Dr Noel Hennessey - Operational Excellence • Human Lean • Sustainable Performance

Mark Fenton - Executive Effectiveness • Leadership Performance • Accountability

David Buggie - Strategic Transformation • Organisation Development • Executive Leadership

## 9. Team Coaching & Executive Team Effectiveness

Strengthening leadership teams to improve alignment, collaboration and organisational performance.

High-performing organisations are built on high-performing leadership teams. While individual executive coaching develops personal capability, team coaching focuses on how leaders work together to create shared direction, make effective decisions and achieve collective success.

This coaching pathway supports executive teams, senior leadership groups and boards to strengthen trust, improve communication and align around common goals. Through facilitated coaching, leaders develop greater awareness of team dynamics, enhance collaboration across functions and build the collective capability needed to navigate complexity, lead organisational change and deliver sustainable performance.

Whether supporting newly formed leadership teams, guiding organisations through periods of transformation or improving the effectiveness of established executive groups, team coaching provides a structured approach to strengthening relationships, decision-making and strategic execution.

**Typical Coaching Outcomes**
- Greater alignment around organisational vision and priorities
- Stronger executive team cohesion and collaboration
- Improved board and leadership team effectiveness
- Better strategic decision-making and collective accountability
- Enhanced communication and trust across leadership teams
- More effective cross-functional collaboration
- Increased organisational resilience during periods of change

**Recommended Executive Coaches**
David Buggie - Executive Team Coaching • Organisation Development • Strategic Transformation

Susan Duggan - Executive Leadership • Team Alignment • Strategic Leadership

Michelle McDaid - Psychological Safety • Trust • Leadership Teams

Michelle O'Sullivan - Culture • Team Development • Collaboration

Orla Berkery - Systemic Team Coaching • Organisational Change • Executive Leadership

# Meet our Coaches

## Paula Duffy
**Awaken Coaching**

**Expertise**: Sustainable Leadership, Executive Presence & Human-Centred Leadership

Paula Duffy brings over 20 years of senior HR leadership experience combined with accredited executive coaching expertise, supporting leaders navigating complexity, growth and sustained organisational pressure.

Her coaching philosophy centres on sustainable leadership, helping leaders move away from reactive firefighting towards intentional, values-driven leadership that supports both organisational performance and personal resilience.

Drawing on expertise in emotional intelligence, neuroscience-informed leadership, Transactional Analysis and interpersonal effectiveness, Paula helps leaders strengthen clarity, resilience and long-term leadership effectiveness.

A key aspect of Paula's work is supporting leaders to adopt a more empowering, coaching-led style of leadership that builds trust, accountability and stronger team culture.

Particularly suited for leaders who are:
- experiencing leadership pressure or burnout
- transitioning into more senior leadership roles
- leading people through change and growth
- developing executive presence and communication capability
- seeking to build more sustainable and people-centred leadership practices

**Best suited for:**
HR leaders, senior managers, people leaders, newly appointed executives and leaders seeking greater resilience, clarity and sustainable performance.

## Natasha Hughes
**EQ Coaching & Consultancy**

**Expertise**: Emotional Intelligence, Leadership Influence & Sustainable Performance

Natasha Hughes combines executive coaching expertise with over 20 years of senior leadership experience within global financial services environments, including leading teams of more than 400 people.

Her work focuses heavily on emotional intelligence as a strategic leadership capability, helping leaders strengthen self-awareness, communication, resilience and decision-making under pressure.

Natasha's coaching is practical, evidence-based and results-focused, integrating executive coaching methodologies with Emotional Capital Report (ECR) assessments that provide measurable insight into leadership behaviours and development opportunities.

Her coaching supports leaders to lead with greater clarity, empathy, confidence and influence while building sustainable leadership habits that positively impact both people and organisational culture.

Particularly suited for leaders who are:
- navigating organisational complexity or change
- seeking to strengthen emotional intelligence and self-awareness
- leading teams through pressure and uncertainty
- developing leadership influence and communication capability
- building psychologically safe and emotionally intelligent team cultures

**Best suited for:**
Senior leaders, high-potential talent, leadership teams and professionals seeking stronger emotional intelligence, resilience and leadership presence.

## Michelle McDaid

**The Leading Place**

**Expertise**: Trust, Psychological Safety & Leadership in Complex Organisations

Michelle McDaid combines over 25 years of senior leadership experience across technology and financial services with formal executive coaching expertise and advanced organisational behaviour research.

Having led large international teams within complex organisational environments, Michelle understands the realities of leadership at senior level, particularly within fast-moving, high-pressure and hybrid workplaces.

Her coaching philosophy is rooted in trust, psychological safety and reflective leadership practice, helping leaders create space to think more strategically, lead more intentionally and build stronger organisational cultures.

Michelle's work focuses on helping leaders strengthen:

- strategic thinking and leadership clarity
- confidence and executive presence
- communication and influence
- trust-based leadership
- inclusive and psychologically safe cultures
- sustainable ways of working

Particularly suited for leaders who are:

- managing organisational complexity or rapid growth
- leading distributed or hybrid teams
- navigating leadership transition
- seeking to improve team trust and culture
- balancing operational delivery with people leadership

**Best suited for:**
Senior leaders, technology leaders, emerging executives, high-potential talent and leaders seeking to strengthen culture, trust and leadership effectiveness.

## Eileen Meehan

**The Development Pod**

**Expertise**: Leadership Resilience, Emotional Intelligence & Sustainable High Performance

Eileen Meehan is an ICF Certified Coach with extensive international experience supporting senior leaders, executives and high-potential professionals across multinational, public sector and global organisational environments.
Her coaching combines deep reflective practice with practical leadership development, helping leaders strengthen resilience, confidence and strategic capability within fast-paced and demanding workplaces.

Eileen has delivered executive coaching across organisations including Emirates Airlines, Samsung MENA, ACCA Global, KPMG and HSE Ireland, bringing broad cross-sector and international leadership insight to her work.

Her coaching supports leaders in:

- strategic thinking under pressure
- leadership resilience and wellbeing
- emotional intelligence and self-awareness
- confidence and executive presence
- sustainable high performance
- leading through change and uncertainty
- communication and leadership influence

Eileen's approach integrates a range of evidence-based coaching frameworks including:

- Positive Intelligence (PQ)
- strengths-based coaching
- emotional intelligence frameworks
- Compassionate Inquiry®
- reflective leadership practice
- psychological safety principles

Her coaching style is supportive, insightful and appropriately challenging, creating a trusted space where leaders can step back from operational pressure, gain perspective and strengthen intentional leadership capability.

**Particularly suited for:**
Senior leaders, high-potential talent, HR leaders, professionals navigating pressure or transition and leaders seeking greater resilience, confidence and sustainable performance capability.

## Dr. Noel Hennessey

**Practical Lean Solutions**

**Expertise:** Human Lean, Operational Excellence & Sustainable High Performance

Dr. Noel Hennessey is internationally recognised for his work in operational excellence, employee engagement and human-centred leadership.

Formerly, the Enterprise Excellence Director for Lake Region Medical, Noel led one of Europe's most respected operational excellence transformations, helping the organisation become the first medical device company in Europe to achieve Shingo Accreditation and Irish Medical Technology Company of the Year.

His coaching and mentoring philosophy combines operational discipline with deep respect for people capability, culture and engagement.

Noel's work focuses on helping leaders build sustainable high-performance environments where operational excellence and employee engagement work together rather than in conflict.

Drawing on decades of leadership experience, Noel supports leaders to:

- strengthen organisational culture
- improve employee engagement
- develop leadership accountability
- embed continuous improvement capability
- create sustainable performance cultures
- align operational excellence with people-centred leadership

Particularly suited for leaders who are:

- leading operational or organisational transformation
- focused on culture and engagement improvement
- building continuous improvement capability
- managing large teams and operational complexity
- seeking to balance performance, wellbeing and long-term sustainability

**Best suited for:**
Operational leaders, senior executives, manufacturing leaders, enterprise leaders and organisations focused on operational excellence, culture and sustainable performance.

# Futurus People Consulting

**Expertise**: Leadership Coaching for Transformation & Organisational Complexity

Futurus People Consulting supports organisations navigating transformation, growth and operational complexity through leadership development, executive coaching and organisational consulting.

Their coaching approach is practical, systemic and outcomes-focused, helping leaders strengthen decision-making, stakeholder leadership and sustainable organisational performance within demanding and fast-changing environments.

Futurus specialises in supporting leaders through:

- organisational transformation
- leadership transition
- stakeholder complexity
- cross-functional leadership
- strategic alignment
- operational pressure and change

## Ronan Myler

**Futurus - Partner**

**Expertise:** Leadership Transition, Organisational Behaviour & Executive Coaching

Ronan Myler combines extensive expertise in organisational behaviour, executive coaching and leadership development with a practical understanding of organisational systems and people dynamics.

His coaching supports leaders navigating complexity, change and leadership transition while helping them strengthen leadership presence, decision-making and sustainable performance.

**Particularly suited for:**
Senior leaders, executives and leaders transitioning into broader leadership responsibility or managing organisational change.

## Neville Bourke

**Futurus - Partner**

**Expertise:** Organisational Leadership, Stakeholder Alignment & Systemic Coaching

Neville Bourke brings deep expertise in organisational behaviour, executive coaching and leadership alignment within complex workplace environments.

His coaching focuses on helping leaders strengthen stakeholder engagement, communication, accountability and leadership effectiveness while navigating organisational pressure and change.

**Particularly suited for:**
Leaders managing organisational complexity, stakeholder pressure, cross-functional leadership and transformational change.

## Paul Healy

**Futurus - Partner**

**Expertise:** Leadership Effectiveness, Emotional Intelligence & Executive Performance

Paul Healy combines commercial leadership experience with expertise in executive coaching, emotional intelligence and leadership development.

Accredited in MBTI, DISC and MSCEIT Emotional Intelligence coaching, Paul supports leaders in strengthening self-awareness, communication, leadership confidence and decision-making capability within demanding organisational environments.

**Particularly suited for:**
Senior managers, executives and leaders seeking stronger emotional intelligence, leadership effectiveness and sustainable performance capability.

**Overall:**
The Futurus panel is particularly well suited to organisations experiencing:

- organisational transformation
- rapid growth or scaling
- leadership transition
- operational complexity
- stakeholder and industrial relations pressure
- cultural or structural change
- cross-functional leadership challenges

# Prism Leadership & Change Consulting

**Expertise:** Strategic Leadership & Organisational Change Capability

Prism Leadership & Change Consulting delivers executive coaching focused on strategic leadership, leadership effectiveness and organisational change capability.

Their coaching supports leaders in strengthening strategic thinking, executive presence and decision-making while navigating ambiguity, complexity and organisational transformation.

Prism's approach combines reflective leadership development with practical behavioural change, helping leaders apply insight directly within their organisational context.

## Carina Furlong

**PRISM Leadership & Change Consulting**

**Expertise**: Executive & C-Suite Leadership, Executive Presence & Influence, Emotional Intelligence & Strategic Decision-Making

**Professional Profile**

Carina Furlong is an ICF Master Certified Coach (MCC) with more than 19 years' experience coaching senior leaders, executive teams and organisations across Ireland, the UK, Europe and the United States. She supports leaders navigating strategic change, complexity and increased responsibility, helping them strengthen leadership capability, confidence and organisational impact.

**Professional Background**

Carina combines commercial leadership experience with extensive executive coaching expertise. She has worked with Directors, Executive Committees, Partners and Boards through leadership transitions, organisational restructuring, cultural transformation and periods of significant organisational change.

**Coaching Approach**
Carina combines evidence-based coaching, behavioural science and emotional intelligence with constructive challenge. She helps leaders build self-awareness, strengthen decision-making and translate insight into sustainable behavioural change and measurable organisational impact.

**Particularly suited for:**
Senior leaders and executives seeking to strengthen executive presence, strategic decision-making and influence; leaders navigating complexity, organisational change or increased responsibility; and experienced professionals seeking greater leadership confidence and impact.

**Sector Experience**
- Professional Services
- Financial Services
- Technology
- Healthcare
- Multinational Organisations
- Public & Private Sector

**Qualifications & Credentials**
- ICF Master Certified Coach (MCC)
- 19+ years' Executive Coaching experience

**Delivery**
- Virtual
- In Person
- Hybrid

## David Buggie

**PRISM Leadership & Change Consulting**

**Expertise**: Organisational Change, Executive Team Effectiveness, Strategic Leadership & Leadership Transition

**Professional Profile**
David Buggie is an Executive Coach, Organisation Development Consultant and Strategy Specialist with extensive international leadership experience. Following a 22-year career with Siemens, where he progressed to Director of Organisational Change for Siemens Great Britain & Ireland, David now partners with senior executives and leadership teams to navigate strategic change, strengthen leadership capability and improve organisational performance.

**Professional Background**
Beginning his career as a graduate engineer, David held a series of senior leadership roles within Siemens, with responsibility for major programmes, significant budgets and multidisciplinary teams. Since 2020, he has worked as an Executive Coach and Organisation Development Consultant, supporting leaders across Europe, Asia, the Middle East and the Americas through transformation, leadership transitions and organisational development.

**Coaching Approach**
David combines extensive executive leadership experience with systemic coaching methodologies, including Action Research, Relational Organisational Gestalt, Dialogic Organisation Development and Systemic Constellations. His coaching provides both support and constructive challenge, helping leaders uncover limiting assumptions, strengthen leadership effectiveness and confidently lead complex organisational change.

**Particularly suited for:**
Senior executives and leadership teams navigating organisational transformation, strategic change or leadership transition; leaders seeking to strengthen executive-team effectiveness and collaboration; and senior leaders balancing immediate operational performance with longer-term strategic priorities.

**Sector Experience**
- Engineering
- Technology
- Energy & Renewables
- Financial Services
- Public Sector
- Higher Education

**Qualifications & Credentials**
- Executive Coach
- Organisation Development Practitioner
- Co-author, The Team Coaching Casebook (McGraw Hill, 2022)
- 500+ hours Executive Coaching
- 1,000+ hours Team Coaching

**Delivery**
- Virtual
- In Person
- Hybrid

# Voltedge

**Expertise:** Inclusive Leadership, Resilience & Leadership Development

Voltedge brings together an experienced panel of executive and leadership coaches with expertise across leadership development, emotional intelligence, resilience and inclusive culture.

Their coaching philosophy combines strategic business insight with transformational leadership development, supporting leaders to build stronger self-awareness, communication capability and sustainable leadership performance.

Voltedge places strong emphasis on emotionally intelligent and inclusive leadership practices that strengthen both organisational culture and business performance.

**Particularly suited for leaders who are:**

- developing leadership confidence and resilience
- strengthening communication and influence
- leading diverse or evolving teams
- improving emotional intelligence and self-awareness
- seeking stronger leadership effectiveness and adaptability

**Best suited for:**
Emerging leaders, senior managers, leadership teams and organisations focused on inclusive leadership, engagement and sustainable performance.

## Tom Armstrong
**Voltedge**

**Expertise:** Executive Presence, Commercial Leadership & Strategic Decision-Making

Tom Armstrong brings more than 30 years of business and board-level experience combined with accredited executive coaching expertise. A Chartered Accountant and executive coach, Tom helps leaders strengthen strategic thinking, leadership confidence and authentic executive presence.

**Particularly suited for:**
C-suite leaders, senior managers, business owners and executives seeking stronger strategic clarity and leadership effectiveness.

Wider Voltedge Coaching Expertise

Collectively, the Voltedge coaching panel brings expertise across:

- emotional intelligence and resilience
- inclusive leadership and DEI
- psychological safety and team effectiveness
- leadership agility and adaptability
- leadership transitions and succession
- communication and conflict management
- systemic team coaching
- sustainable high-performance culture

**Sector Experience**

- Engineering
- Technology
- Energy & Renewables
- Financial Services
- Public Sector
- Higher Education

**Qualifications & Credentials**

- Executive Coach
- Organisation Development Practitioner
- Co-author, The Team Coaching Casebook (McGraw Hill, 2022)
- 500+ hours Executive Coaching
- 1,000+ hours Team Coaching

**Delivery**

- Virtual
- In Person
- Hybrid

Ideal for leaders driving transformation and leading change.

Supporting executives and leadership teams to navigate complex transformation, strengthen collaboration and deliver sustainable organisational change

## Carmel Brennan
**Voltedge**

**Expertise:** Sustainable Leadership, Clarity & Leadership Balance

Carmel Brennan combines over 20 years of HR leadership experience with more than a decade of executive coaching expertise. Her coaching supports leaders navigating pressure, complexity and organisational demands while helping them develop greater clarity, resilience and sustainable leadership habits.

**Particularly suited for:**
Leaders experiencing pressure, burnout risk, leadership overwhelm or seeking greater balance and confidence in demanding roles.

## Claire Carroll
**Voltedge**

**Expertise:** Leadership Development & Organisational Effectiveness

Claire Carroll supports leaders in strengthening leadership capability, communication and organisational effectiveness through practical, people-centred coaching approaches.

Particularly suited for:
Emerging leaders, managers developing leadership confidence and organisations strengthening people leadership capability.

## Dearbhalla Baviera
**Voltedge**

**Expertise:** Inclusive Leadership & Emotional Intelligence

Dearbhalla Baviera focuses on helping leaders strengthen emotional intelligence, communication and inclusive leadership capability within evolving and diverse workplace environments.

**Particularly suited for:**
Leaders seeking stronger communication, emotional intelligence and inclusive leadership effectiveness.

## Dervla McKenna
**Voltedge**

**Expertise:** Leadership Growth, Confidence & Transition Support

Dervla McKenna supports leaders navigating career progression, leadership transition and increased organisational responsibility with a focus on confidence, clarity and sustainable performance.

**Particularly suited for:**
Emerging leaders, newly promoted managers and professionals transitioning into broader leadership roles.

## Desmond Williams
**Voltedge**

**Expertise:** Strategic Leadership & Organisational Development

Desmond Williams works with leaders to strengthen strategic thinking, organisational leadership capability and team effectiveness within complex organisational environments.

**Particularly suited for:**
Senior managers and leaders navigating organisational growth, change and strategic complexity.

## Eimear Carney
**Voltedge**

**Expertise:** Leadership Communication & People Effectiveness

Eimear Carney supports leaders in strengthening communication, relationship management and leadership effectiveness to create stronger team cultures and organisational performance.

**Particularly suited for:**
People leaders, managers and professionals seeking stronger communication and leadership impact.

## Mark Fenton
**Volteedge**

**Expertise:** Leadership Performance & Executive Effectiveness

Mark Fenton focuses on helping leaders strengthen leadership effectiveness, decision-making and sustainable high performance within demanding organisational environments.

**Particularly suited for:**
Senior leaders and professionals focused on leadership effectiveness, accountability and performance improvement.

## Michelle O'Sullivan
**Volteedge**

**Expertise:** Coaching for Leadership, Culture & Team Development

Michelle O'Sullivan supports leaders in building stronger team culture, leadership capability and people-centred organisational practices through reflective and practical coaching approaches.

**Particularly suited for:**
Leaders focused on culture, engagement, collaboration and team leadership effectiveness.

## Orla Berkery
**Volteedge**

**Expertise:** Organisational Change, Executive Leadership & Emotional Intelligence

Orla Berkery combines extensive senior HR leadership experience with over 13 years of executive and systemic team coaching expertise across multinational and SME environments. Her coaching focuses on helping leaders navigate organisational change, complexity and leadership transition with greater strategic awareness and emotional intelligence.

**Particularly suited for:**
Senior leaders, HR executives and leaders managing transformation or complex stakeholder environments.

## Gary Neville
**Neptune Brand + Culture**

**Expertise:** Commercial Leadership & Business Growth, Strategy Execution, Organisational Performance & Operational Excellence

**Professional Profile**
Gary Neville is Director of Neptune Brand + Culture and an Executive Coach specialising in leadership communication, organisational culture and employee engagement. With more than 20 years' experience partnering with senior leaders and leadership teams, he helps organisations align strategic direction with leadership behaviours, workplace culture and employee engagement to improve organisational performance and deliver meaningful change.

**Professional Background**
Gary has worked extensively with organisations across manufacturing, engineering, healthcare, MedTech, professional services and SMEs. Alongside executive coaching, he designs and delivers leadership development, strategic facilitation, organisational communication and employee engagement programmes that help leaders translate business strategy into everyday practice, creating greater alignment, accountability and performance.

**Coaching Approach**
Gary's coaching is centred on increasing self-awareness, ownership and accountability. Drawing on recognised coaching methodologies, including GROW and strengths-based coaching, he creates a supportive environment where leaders develop their own solutions, strengthen decision-making and build the confidence to lead authentically. His coaching is practical, reflective and focused on helping leaders align purpose, communication and culture to achieve lasting organisational outcomes.

**Coaching Expertise**
Gary supports leaders to:
- Align organisational strategy with leadership behaviours and workplace culture
- Strengthen leadership communication and employee engagement

- Build leadership presence, influence and decision-making capability
- Develop high-performing, accountable teams
- Lead organisational change while maintaining alignment and performance

**Sector Experience**
- Manufacturing
- Medical Devices
- Engineering
- Life Sciences
- Professional Services
- SMEs

**Qualifications & Credentials**
- Professional Diploma in Coaching & Mentoring
- Certified Employer Branding Professional
- Bachelor's Degree in Visual Communications & Graphic Design

Delivery
- Virtual
- In Person
- Hybrid

**For leaders aligning vision, culture and performance.**

Helping organisations strengthen the connection between strategic direction, leadership communication, workplace culture and employee engagement to improve organisational performance.

## Margaret Boland Murphy

**Bofin Consultancy**

**Expertise:** Commercial Leadership & Business Growth, Strategy Execution, Organisational Performance & Operational Excellence

**Professional Profile**
Margaret Boland is an Executive Coach, Business Mentor and Fractional Chief Operating Officer who partners with founders, CEOs, executive teams and boards to improve organisational performance and support sustainable business growth. Combining strategic business expertise with practical executive coaching, she helps leaders translate ambition into clear priorities, effective execution and measurable results.

**Professional Background**
Margaret has worked across a diverse range of industries, supporting organisations through growth, operational improvement, strategic planning, funding readiness and organisational development. Recognised nationally as a trusted business mentor and adviser, she works alongside senior leaders to strengthen organisational capability, improve performance and build resilient businesses.

**Coaching Approach**
Margaret adopts a commercially focused coaching style that combines strategic challenge with practical support. Working collaboratively with leaders, she helps clarify priorities, strengthen decision-making and build accountability, enabling leaders to achieve sustainable organisational outcomes. Her coaching is direct, solutions-focused and grounded in extensive business experience.

**Coaching Expertise**
Margaret supports leaders to:
- Develop strategic clarity and commercial focus
- Lead organisational growth and business transformation
- Strengthen operational effectiveness and execution
- Build leadership confidence and accountability
- Improve team performance and organisational capability

**Sector Experience**
- Construction
- Manufacturing
- Tourism & Hospitality
- Food & Beverage
- Professional Services
- Media

Qualifications & Credentials
- Executive Coach
- Business Mentor
- Fractional Chief Operating Officer (COO)
- National Enterprise Mentor
- Leadership Programme Designer and Facilitator

Delivery
- Virtual
- In Person
- Hybrid

Ideal for leaders focused on business growth and execution.

Partnering with founders, CEOs and senior leaders to turn strategy into action, strengthen leadership capability and drive sustainable business performance.

# Executive Coaching Panel - Member Pricing

**Eligible executive coaching is supported by Sustainable HRM Skillnet at 25% of the approved coaching cost. Member organisations pay the remaining 75%.**

## PRISM Leadership & Change Consulting

Coaches: Carina Furlong, MCC • David Buggie

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Executive Coaching — 1 hour | € 495 | € 371.25 |
| Additional offering: LEAD 360 — €250 pp | | |

## Voltedge

Coaches: Tom Armstrong • Mark Fenton • Michelle O'Sullivan • Orla Berkery • Dearbhalla Baviera • Claire Carroll • Dervla McKenna • Carmel Brennan • Eimear Carney • Desmond Williams

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Coaching — Virtual | € 395 | € 296.25 |
| 1:1 Coaching — In Person | € 425 | € 318.75 |
| 6 Sessions — Virtual | € 2,250 | € 1,687.50 |
| 6 Sessions — In Person | € 2,400 | € 1,800 |
| Additional offering: Psychometrics available separately | | |

## Neptune Brand + Culture

Coach: Gary Neville

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Executive Coaching | €200–€300 | €150–€225 |
| Additional offering: Leadership Development • Strategic Facilitation | | |

## Bofin Consultancy

Coach: Margaret Boland

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Executive Coaching | € 250 | € 187.50 |
| Additional offering: Business Mentoring • Leadership Development | | |

## Practical Lean Solutions

Coach: Dr Noel Hennessey

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Coaching — 1 hour | € 100 | € 75 |
| 3 Sessions | € 300 | € 225 |
| 6 Sessions | € 600 | € 450 |
| Additional offering: Group Coaching — €200/hr • €400 half-day • €900 full-day | | |

## EQ Coaching

Coach: Natasha Hughes

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Coaching — 1 hour | € 250 | € 187.50 |
| 3 Sessions | € 750 | € 562.50 |
| 6 Sessions | € 1,500 | € 1,125 |

Additional offering: ECR Self €120 • ECR 360 €200 pp

## Awaken Coaching

Coach: Paula Duffy

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Coaching — 60 mins | € 350 | € 262.50 |
| 3 Sessions | € 990 | € 742.50 |
| 6 Sessions | € 1,890 | € 1,417.50 |
| 10 Sessions | € 3,000 | € 2,250 |

Additional offering: Complimentary 30-minute chemistry session

## The Development Pod

Coach: Eileen Meehan

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 1:1 Coaching — 1 hour | € 200 | € 150 |
| 6 Sessions / 3 months | € 1,020 | € 765 |

## The Leading Place

Coach: Michelle McDaid

| Coaching Option | Coach Price | Member Pays |
|---|---|---|
| 6 Sessions — Virtual | €1,500–€2,400 | €1,125–€1,800 |
| 6 Sessions — In Person | €1,800–€3,000 | €1,350–€2,250 |

Additional offering: Team / Group Coaching — pricing on request

## Futurus People Consulting

Coaches: Paul Healy • Ronan Myler • Neville Bourke

Individual 1:1 coaching pricing: TBC

Additional offering — Group & Systemic Coaching

| Group Coaching Programme | Coach Price | Member Pays |
|---|---|---|
| Tier 1 — Senior Leadership Team — 6 sessions | € 9,500 | € 7,125 |
| Tier 1 — 9 sessions | € 13,750 | € 10,312.50 |
| Tier 1 — 12 sessions | € 18,000 | € 13,500 |
| Tier 2 — LT-1 / Top Talent — 6 sessions | € 7,000 | € 5,250 |
| Tier 2 — 9 sessions | € 10,250 | € 7,687.50 |
| Tier 2 — 12 sessions | € 13,500 | € 10,125 |
| Tier 3 — Manager & Emerging Talent — 6 sessions | € 5,250 | € 3,937.50 |
| Tier 3 — 9 sessions | € 7,125 | € 5,343.75 |
| Tier 3 — 12 sessions | € 9,000 | € 6,750 |

**Terms and conditions apply.**
Please note: Prices shown reflect the confirmed rates provided by each provider. VAT may apply and, where applicable, will be charged in addition to the prices shown.

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