



Ryan Flanagan

Managing Director & Intelligent Leadership Master Certified Executive Coach

A global VP of a \$20B business unit once told me that the biggest determinant of successful leadership at work is not pedigree, education, task excellence or experience, but rather the values and character of those that lead. Leading people is the single most important and challenging aspect of a professional career. **Surely not** - what about solid strategic thinking, good data preparation, meticulous analysis, a compelling narrative, a slick go to market and solid execution?

I was wrong.

Leading contemporary, large distributed teams in fast paced, volatile environments - I saw first hand how generational beliefs, changing demographics, compensation expectations, mental health concerns, the pace of innovation, the advent of hybrid work and the 'search for purpose' have collided to create an enormously challenging environment for all leaders and leadership groups.

My goal is to help leaders align their inner core values and character to the practical skills needed to successfully meet these disruptive challenges, to over-index performance in their roles and responsibilities. More importantly, to find the absolute expression of **who you are** so that **what you are** is ignited in the service of your organisation, the people you lead and communities you serve.



I am a Master Certified Intelligent Leadership Executive Coach who has achieved my certification by successfully passing 6 IL training programs all approved and accredited by the world's #1 coaching governing body, the International Coach Federation (ICF). In addition, I bring significant senior executive experience to my client engagements. As an IL Executive coach, I have a strong and authoritative pedigree, however, I am also a real person who has achieved real results and learnt from setbacks, commercially and in life, and I am passionate about helping you achieve the same.

Executive Coaching Skills

- Executive Coaching for Emerging Leaders
- Executive Coaching for General Managers & VP's
- Executive Coaching for C-Level and CLT teams
- Leadership Coaching for Founders & Scale-Up Leaders
- Leadership Development Workshops & Retreats
- Administering & Debriefing Leadership & Culture Assessments
- MLEI Inner Core Assessment Administration
- Administration of STLI-360 "Outer-Core" Assessment
- Core Purpose Statement Development
- Individual Leadership Development Plan Coaching
- Leaderwatch 360 Organisational Assessment

Professional Background

I draw from past experience as an APAC Regional General Manager to scaleups like Cloudkitchens and ANZ Country GM at Zomato, as well as a decade in digital transformation and innovation leadership with ASX200, JSE100 and NASDAQ corporations (Nedcor, Marriott, Mirvac & IBM). I've built global teams of 90+ associates in 9 countries and held P&L responsibilities across all functional areas as a GM, RGM, CEO and Founder.

Under my leadership, my teams have achieved 30% YoY growth, 3 product launches, and evolving unit economics appropriate to business stage. I've helped leaders secure fundraising from investors based on the strength of their future growth plans backed up with capable and fit for purpose strategy, KPIs/OKRs, and operating model design.