



Zoe Gruhn

Executive Coach

Professional Expertise:

- Executive Coaching
- Board-Level Effectiveness
- Culture & Change
- Diversity, Equality & Inclusion
- Executive Presence & Impact
- Talent Strategy & Development

Industry Expertise:

- Communications & Media (B2B)
- Corp. Finance & Asset Management
- Fast-Moving Consumer Goods
- International Financial Services
- Management Consulting
- Pharmaceuticals
- Real Estate

Education/Certifications:

- MA Leadership & Management – University of Lancaster
- Executive Coaching – Henley Business School, UK
- Break Through Consulting Business Results Coaching Certification

Positions Held:

- Executive Coach – Break Through Consulting
- Head, Exec. Leadership Development, Diversity & Inclusion – HSBC
- Director for Diversity, Culture & Inclusion – Surrey University

Zoe Gruhn has 25 years of experience coaching and developing top leaders and board-level executives in multinational businesses and the World Economic Forum. She is a trusted partner known for her deep listening and provocative questions. Her coaching disrupts old habits and thinking, supporting leaders to create an inspired future. She has worked across a wide range of global organizations in the private and public sectors.

With a background in drama and organizational behavior, Zoe has a talent for supporting executives to find and communicate their personal brand, build confidence in their board-level communications, and develop new behaviors to achieve maximum impact in their work culture. She is a confidential support and trusted adviser to Boards on best practices for effective functioning.

In her coaching, Zoe leverages her background in psychology and her own extensive experience managing businesses, including human resources management for major international businesses. Her focus is on developing an inspiring and uplifting presence, increasing influence and enhancing problem-solving skills so that her clients can lead with agility and impact. Zoe provides trusted support, but also readily challenges leaders to explore different perspectives – discovering fresh insights and new solutions to old problems.

Known for her warmth, relationship management and penetrating insight, Zoe's coaching transforms the whole person. She creates an atmosphere of non-judgmental listening, empowerment and action that have profound effects not only at work but also personally. Her clients feel more engaged, inspired and connected.

Zoe loves the arts and cultures in all their forms, traveling widely and keeping fit.

Break Through Business Results

Zoe's coaching supports the courage and confidence to change:

- Female leader in a global pharmaceutical company seeking to uplift executive presence and impact with Chairman and the Board. Coaching led to significant positive feedback on performance and resulted in career advancement.
- Chief Executive striving to improve relationships with the Global Managing Director and executive team. Coaching focused on leadership, alignment and clearer accountabilities which drove increased support for key initiatives.
- Coached an Executive VP on their ability to deal with conflict, leadership style, empathy development and coaching skills. Resulted in a more cohesive, empowered team with increased engagement and improved financial results.
- Experienced CEO transitioning into a leadership role in a new industry. Supported the creation and successful execution of their 180-day action plan addressing strategy, objectives, team functioning and people decisions in the new position.

“Zoe gets my highest recommendation for executive coaching. She is an incredible force and has a unique ability to balance her caring, empathetic nature with honest dialogue. I have found her coaching to be transformational.... Her coaching has helped improve my motivation and self-belief.”

A.J. — Group Managing Director, Global B2B Media Company