



## **Doug Lambert** **Executive Coach**

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**Base Location:** Dubai



Dubai based executive coach, Doug Lambert, has twenty-six years of senior executive experience at Board level with a leading International Petroleum Company across many parts of the business with responsibility held at global, regional and country level. His responsibilities included numerous Board directorships and he held a wide range of executive positions across sales, marketing, finance and general management. During the last fourteen years, Doug has had his own executive coaching practice with special focus in the Middle East, and in particular, the UAE, Oman, Kuwait and Saudi Arabia at senior executive and board level.

Doug has a proven executive coaching track record of successfully enabling senior executives to significantly improve their effectiveness and realize their full potential. Doug's client base includes senior executives and government officials at Chairman, Under Secretary, CEO, MD, Vice President, GM, Chief Officer and Director levels across a wide range of public and private sectors.

Doug leverages his extensive business and coaching experience, with emphasis on accelerated development and fast tracking of senior executives in key positions. Doug gives special attention to influencing and relationship building, strategic thinking, leadership capability, team effectiveness and sharp focus on performance on key business goals and issues.

### **Board and Executive Coaching assignments include:**

- Coaching twelve members of an executive committee in a large international investment organization. This included rigorous follow up on 360 feed-back and the associated dynamics of a multi-cultural team.
- Coaching the MD's of three leading international banks
- Close involvement in the design and implementation of a 14-month leadership program for eight Executive Directors of a large Abu Dhabi Government department including coaching of the eight Executive Directors throughout the program
- Design and delivery of bespoke leadership & development workshops for senior leaders in several large public and private sector organizations.
- Coaching of nine executives from a leading international real estate organization with a multicultural makeup
- Coaching of 12 executives at SVP level from two large Middle East banking groups
- Coaching the Chief Finance Officer and the Chief Information Officer of an international hospitality group
- Coaching the Vice Chairman of a large retail organization
- Coaching the CEO of a leading international professional services organization with responsibilities at global, regional and local levels
- Coaching eight (8) Chief Executive Officers (CXO's) in strategic appointments in the largest telecommunications organization in the region
- Coaching of several CEO's from a number of large international Oil Companies
- Coaching and leadership development of senior executives from leading Saudi based international bank
- Leadership development programs to prepare selected Emirati talent for future high-profile positions

(cont'd)

Doug works with a number of Dubai and Abu Dhabi based accredited executive coaches who he matches with clients on large coaching contracts. He also works closely with these coaches to support them and ensure consistency of quality and approach to meet client needs. For both one-to-one coaching and workshop facilitation, Doug's team has English as well as Arabic speaking capability.

Doug designs and delivers bespoke workshops to suit the unique needs of organizations, where necessary involving associate coaches with relevant expertise to assist with facilitation. This includes a wide range of leadership and development topics such as communication and engagement, coaching skills, awareness of self and effect on others, Influencing, networking, decision making, team effectiveness, public speaking, understanding finance and its application, strategic thinking, alignment of vision and strategy and goals and associated leadership style and most importantly wellbeing and productivity and energy management, as well as culture and values.

Doug has also developed a series of online videos on themes including “*Nine Ways of Developing an Engaging Style of Communication*”, “*Eight Frameworks for Strategic Thinking and Decision Making*” and “*How to be a Good CEO*”. These online videos can be used for groups of individuals or as part of long-term development programs.

## Qualifications

Doug has a Bachelor of Accountancy degree and a MBA from the Graduate School of Business from Cape Town University. He is an internationally accredited Coach, and has certification in Relationships, Psychology, different coaching models, Mentoring, Organization & Relationship Systems Coaching Fundamentals with Centre for Right Relationships (Team coaching approach), Hogan Assessment HPI, HDS and MVPI, and Trait Emotional Intelligence.

## Doug's past and present clients include

**Financial Services:** Barclays, HSBC, Merrill Lynch, PwC, Rothschild, Mashreq Bank, Abu Dhabi Investment Council, Dubai International Capital, First Gulf Bank, Emirates NBD and Emirates Islamic, Banque Saudi Fransi, Emirates Investment Authority

**Hospitality & Travel:** Emirates, Jumeirah Group, Gullivers Travel, Travelport, Jebel Ali International

**Government:** PMO, Abu Dhabi Department of Economics, Dubai Department of Social Affairs, Abu Dhabi Quality and Conformity Council and DIFC

**Corporate Services:** Dubai Holding HR, Finance and Marketing functions

**Media:** Arab Media Group, Dubai Media Incorporated, OSN, Thomson Reuters, Alsayegh Media

**Real Estate:** Al Tayer, Jones Lang Lasalle, Dubai World Nakheel, Dubai Properties Group

**Legal:** General Council in Tecom and Tatweer, Al Tamimi

**Retail & FMCG:** AW Rostamani, Dubai World Retailcorp, Johnson & Johnson, MAF Carrefour, Reckitt Benckhiser, Whitbread, Al Futtaim, Agthia

**Technology:** Tecom, Etisalat

**Infrastructure:** Road Transport Authority (RTA), Serco Middle East, Atkins Global

**Oil & Gas and Energy:** Oman Oil, ADNOC, ABB, Emirates Nuclear Energy Corporation, Kuwait Oil Company

**Industry:** Emirates Steel

## TESTIMONIALS

*“Over the past few years Doug Lambert, together with his associates, has worked closely with Emirates Steel to develop talent at Future Leaders, Senior Management and Exco levels. Doug has achieved significant outcomes with everyone that he has worked with. He effortlessly combines his business and coaching experience in his one to one coaching, group workshops and online programs to bring the best out of talent at all levels Young talent have blossomed and grown into bigger roles. Senior managers have moved beyond their comfort zones to a higher level of performance. At Exco level executives are more aware of themselves and the effect they have on others as they help to put shape to and implement our vision and strategies. What sets Doug apart is his strong passion for what he does and how he tailors an approach to suit our needs to ensure real results.”*

**Saeed Ghumran Al Remeithi – CEO, Emirates Steel**

*“Doug Lambert has been coaching all our Executive Directors and Directors for the past three years. During this time he has established strong credibility and trust and respect and is highly regarded by senior management within QCC.*

*Doug has developed a strong understanding of our culture and our values and the relationships and interdependency and alignment of the different parts of QCC as the organization transitions and develops towards its future state.*

*Doug has a unique blend of business and coaching and leadership development experience at senior executive level together with a natural ability to quickly understand the main gaps to focus on to enable individuals to be at their best.*

*He has enabled our executives to think of business issues from different angles and to simplify complex issues and take clear steps to action them. Doug has significantly enhanced the effectiveness of our executives across critical aspects of leadership style, communication and influencing and stakeholder management, team effectiveness, strategic thinking, decision making, productivity and time management, work life balance and wellbeing.*

*When facilitating 360 feedback and meetings with line, he has an ability to ensure that all key issues however sensitive they might be for line or the coachee are discussed openly. Doug does this in a way that ensures shared awareness and ownership on the way forward without any negative feelings of blame or defensiveness and with due regard for what’s best for the organization and the individual. He observes confidentiality and maintains balance on what to share and how to share it.*

*I regard Doug as being best in class and will continue to make use of his services in the future.”*

**Hussain Al Katheeri - Secretary General, Quality Conformity Council**

*“Over the past six months I have benefited a lot from my coaching with Doug. The outcome from the course definitely exceeded my high expectations. Doug has helped me to see the big picture and lift myself away from the detail and look at things from different angles. Doug has helped me put clear shape to my strategy with steps to deliver it and to communicate efficiently my vision to my reports and corporate management.*

*“I got a lot of benefit from the online videos on “Engaging Style of Communication” and “Eight Strategic Thinking Frameworks”. Doug has made everything in them simple and concise and easy to apply. I will keep applying the learning from them in my professional and personal life.*

*“Learning from the course already helped me to be even more successful in my current role and will help to grow further in my business career. So I would highly recommend Doug as an excellent business coach to anybody who wants to achieve new horizons in business and people management.”*

**Sergiy Bida - Business Manager, Ingredion Middle East**

*“Doug Lambert has had shared ownership of the design and implementation of our “Career Enhancement” programs in 2016 and 2017. The programs were designed to prepare selected Emirati talent for high profile positions linked to our business needs and succession plans.*

*The programs included a combination of one to one coaching, and workshops and projects and self - assessments to help bring the best out of selected high potentials as they developed as leaders and role models. The outcomes from the programs have been exceptional and have exceeded our high expectations. All the delegates have grown and developed significantly and are now taking on bigger responsibilities.*

*Key to the success of the programs has been Doug’s strong shared ownership of every aspect of the program and the development of the unique needs of each individual. We felt that Doug had become part of our family. He consistently goes the extra mile to ensure the best possible outcome for us.*

*Doug’s one to one coaching and group facilitation style leverages his extensive business and executive coaching experience and enables talent to be at their best.”*

**Toufic El Chaar - VP Human Capital & OD, Agthia**

**DO YOU WANT TO PERFORM AT YOUR BEST? CONTACT DOUG TODAY**

