

Shaama Saggar-Malik

Organisational performance and executive development consultant and coach



Shaama is an independent organisational performance and executive development consultant and qualified coach, with over twenty years experience of working as a senior executive. She is a former Director of Human Resources in the public sector. Over her career, Shaama has acquired a wide range of high-level strategic management and leadership skills, particularly those pertinent to complex organisations.

She works at Board level and with senior executives in a variety of public, private and third sector organizations in the UK and internationally. Shaama is especially committed to improving individual and team leadership capabilities and effectiveness. Her goals are to help organisations and individuals to re-define success, find effective ways of sustaining it and to re-energise individual talent.

Shaama primarily focuses on coaching for realising emergent talent, enhancing leadership potential and performance, navigating career transitions, and managing professional relationships. She has a growing reputation for coaching individuals and teams through complex and sensitive conflict situations. She is also passionate about coaching to help individuals to successfully manage issues linked to *'my difference, my career'* in ways that are authentic as leaders and congruent with personal ethics and sense of differing personal identities. Shaama focuses her interests in coaching individuals and teams to enable new ways of working and *'making change really happen'* to enhance individual and collective performance.

Shaama has an open and relaxed communication style combined with high levels of energy and a sense of fun. She supports individuals to achieve their desired goals by creatively exploring the real issues that may be hindering the next stages of success. Her clients particularly value her ability to ask the *'ouch'* questions that take them to a new level of thinking and which lead to un-tapping greater resourcefulness.

Her clients include senior executives and *'rising talent'* individuals from: local authorities, civil service, health authorities, arts and media quangos, housing associations, academic institutions, pharmaceutical multinationals and the NGO/charity sector.

Shaama is also the founder-director of Diversity in Public Appointments, which is an organisation dedicated to helping individuals improve their chances of success in securing public appointments, through providing workshops, individual coaching and other practical support.

Shaama holds several public appointments herself, including as a member of the Employment Tribunals, a non-executive director of a Group Housing Association and an assessor for the National Clinical Assessment Service.

Shaama is a member of the European Mentoring and Coaching Council (EMCC) and the International Foundation for Action Learning (IFAL).

For further information please contact Shaama Saggar-Malik on mobile: 07956 599522 or email info@dipa.org.uk. Alternatively call Sue Harford or Sarah Banks on: 08444 631347