

**Overview**

After 27 years as a manager, senior executive and business owner, Ric Durrant became fascinated with the importance of developing highly competent senior leaders for both private sector enterprises and valuable non-profit organizations. That was in 2003 when he refocused his professional life on executive coaching and leadership consulting. His clients are senior executives, and individuals with strong senior leadership potential. They are smart and highly capable men and women who want to work with a coach to fuel their growth as leaders.



Ric brings his clients **extensive experience, leadership expertise and coaching ability**. This includes:

- personal management/executive experience,
- **15 years of coaching leaders** in prominent organizations (list below),
- a **Doctorate specializing in executive development and coaching**, and a **graduate certificate in executive coaching**,
- the **Master Certified Coach (MCC)** credential, which is held by the top 4% of 22,000 coaches worldwide who are accredited by the International Coach Federation,
- thousands of hours working with leaders and top executives on real world challenges, and
- hundreds of hours devoted to his own continuous professional development.

**Client Organizations**

**Private Sector**

Alberta Blue Cross  
 Alberta Treasury Branch  
 Best of Banff  
 Blakes, Casssels & Graydon  
 Canadian Pacific Railway  
 Canadian Energy Pipeline Assoc.  
 Cenovus  
 Chevron  
 Critical Mass  
 Enbridge  
 EnCana  
 Enmax  
 Fujitsu  
 Golder Associates

IHS Energy  
 Keyera  
 NewAlta  
 Mcleod Dixon  
 Nexen  
 Pacer Construction  
 Petrotranz  
 Plains Midstream  
 Stikeman Elliot  
 Talisman Energy  
 Teck Resources  
 Telus  
 Telvent  
 Westjet  
 Various small businesses

**Non-profit/Government**

Alberta Ballet  
 Alberta Cancer Board  
 Alberta Health Services  
 Alberta Lung Association  
 Calgary Philharmonic Orchestra  
 City of Calgary  
 Government of Alberta  
 Government of Canada  
 The United Nations  
 University of Calgary  
 University of Lethbridge  
 University of Toronto  
 Volunteer Calgary

## Background

In the first phase of his career, Ric moved quickly through the management ranks, and made it to the executive committee in his 30's. He learned about leadership through on-the-job experience, and worked in large government and private sector organizations. In phase two, he launched and ran a successful consulting firm. Seventeen years of consulting advanced his understanding of strategic planning, communication & marketing, organizational development and organizational change. Consulting was also an important element in his preparation for phase three with its focus on executive coaching. It allowed him to work closely with leaders and teams in dozens of organizations, and to see firsthand how the quality of leadership shapes every aspect of an organization's current reality and future. Observing the full range of leadership ability, and the resulting successes and failures, fueled a drive to develop outstanding executive level leaders.

Ric is a Past-President of the Calgary Chapter of the International Coach Federation, and is active in mentoring and training leadership coaches.

## Education and Training

- **Doctorate - Leadership Development and Executive Coaching** from Middlesex University and the Professional Development Foundation in London, England.
- **Graduate Certificate in Executive Coaching (CEC)**, Faculty of Management at Royal Roads University
- **Masters (MSc) – Psychology of Learning and Development** from the University of Calgary
- **Master Certified Coach (MCC)** – Most senior credential of the International Coach Federation, the world's largest professional coaching body.
- A range of professional continuing education courses on leadership, coaching, coaching supervision and retirement coaching.



## Coaching Style and Specialties

- An **ability to quickly connect** with CEO's, CFO's, Exec. V.P.'s, VP's and other executives, and understand their challenges within the organization, with boards and investors, and with more personal issues such as life balance.
- A **goal oriented coaching process** tailored to each client, and designed to help them achieve the leadership growth and business results that they define as important. On an "as needed" basis, this is supported by 360 input and assessments.
- An insightful, research based **understanding of successful leadership** and a passion for helping managers become the leaders they want and need to be.
- An **"easy to talk to" coaching style** that is direct and challenging when it needs to be.
- Strong skills as a **problem solver and strategist** for business, technical and financial challenges.
- Extensive experience in **developing exceptional public speaking & business presentation skills**. He is the author of "Core Skills for Dynamic Presentations".
- Over 35 years of management, consulting and coaching that has developed personal **expertise in a number of key areas leaders find challenging**. These areas include a) transitioning from professional to leader, b) succeeding in executive roles, c) improving team performance, d) guiding change, e) communication, f) workplace relationships and influence, g) stress and life balance, and h) replacing abrasive or self-defeating tendencies with constructive leadership.

## Representative Engagements

- Helping a senior engineering leader implement a major reorganization, and refocus over 1000 employees to drive innovation and dramatically reduce costs.
- Supporting a CEO as they handled a series of leadership challenges in one organization, and then successfully transitioned to lead a larger organization.
- Helping a CEO better understand their unique ability to provide leadership during a time when their organization was under extreme pressure.
- Assisting two EVP's in a major company as they developed their personal leadership, and played key roles in helping the company carve out a new direction.
- Coaching the CFO of a major corporation, and later one of his VP's, on a wide range of leadership issues including speaking skills, personnel challenges and the implementation of a major organizational change.
- Assisting a technically brilliant senior manager drop abrasive career limiting behaviors, and become highly rated by employees for his leadership.
- Supporting senior financial, technical and legal managers as they adapt to executive committee roles in large organizations.
- Training teams of executives, legal partners and marketing/sales professional to represent their organizations more effectively with enhanced public speaking skills.
- Coaching senior leaders at two universities.
- Coaching a number of Vice Presidents in pipeline, oil and gas, electrical distribution and technology companies on a variety of senior leadership challenges.
- Helping three top executives in different organizations adapt to major changes imposed by large international parent companies.

## Client Feedback

- "Ric demonstrates a unique ability to work with management and board members, garnering the respect of everyone he works for and with."
- "Ric's contribution to me, and therefore my company, has been immeasurable."
- "He has exceptional strategic planning and analytical thinking skills."
- "Ric's wisdom, personal example, compassion and knowledge led me to completely resolve what seemed like an impossible situation."
- "Your insight and perceptive nature, along with that rare ability to ask pointed but non- threatening questions, have allowed me to recognize the potential I have within me."
- "My coaching experience was significant and very productive .... this type of coaching allows everyone to see options that are almost impossible for us to identify fully on our own."
- The program made such a difference in my public speaking skills and confidence. Having Ric provide personal coaching was the highlight."

## Contact

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