



TALENT FUTURES

Victoria Hall

Victoria Hall is a highly experienced executive coach and leadership development consultant who has worked in the US, Europe, and the UK, and lives in London. She has worked with senior executives in a broad range of fields, and frequently in technology, financial services, engineering, the public sector and not-for-profits. She founded Talent Futures in 2003.

Coaching Style

With a background in organizational psychology, Victoria sees the client as a unique individual within the context of their environment. In partnership with her client, she explores their past successes, key business challenges, interaction with their organisation, values, working style, and their longer-term career aspirations. She supports clients in setting specific development goals, and flexibly seeks unique solutions for each situation, emphasizing self-understanding and leveraging of strengths. She strives to achieve a balance between practical, simple, short-term wins for the individual, and the longer-term process of self-introspection that creates lasting change. Clients consistently remark that Victoria challenges them, whilst continually maintaining a supportive and affirmative space in which to work.

Coaching Areas of Expertise

While working in a range of areas, Victoria has particular expertise in helping executives manage the perceptions of others, transition into a new role, lead through vision, increase cross-cultural and diversity understanding, negotiate and resolve conflict, increase influence as an introvert or strategic thinker, and overcome ineffective behaviour.

Senior Team Building & Talent Management Strategy

In addition to coaching, Victoria enjoys working with senior teams in facilitation and team building and one-on-one with HR clients in talent management strategy. Believing that the strongest teams are ones that build relationships through the work itself, she helps teams to unlock the dynamics or issues that hold the team back from truly effective performance. This is achieved via facilitation and the sharing of different ways of working within the context of the client's work objectives and goals. In talent management strategy, Victoria helps HR clients to create bespoke talent review and management systems that truly engage leaders, support the business strategy, and have measurable impact.

Experience and Client Organisations

Victoria has 7 years of experience as a coach and 8 years in executive assessment and development. She works with CEOs, Senior Vice Presidents, Managing Directors, General Managers, and Mid-Managers. Her client list includes Arts Council England, AXA Investment Management, BlackRock, DEFRA, Deutsche Bank, GKN, HM Treasury, Hyde Housing, Mercedes-Benz, Merrill Lynch, Microsoft, Northern Trust, Office of Government Commerce, and SAP.

Career Background

Prior to moving to London in 2003, Victoria was Director of Executive Talent for American Express in New York, where she held global succession management responsibilities and created the worldwide Amex executive coaching program. Prior to this, Victoria was on the consulting team at Personnel Decisions International in New York. Her early career was as an editor and manager in a variety of settings, including textbook publishing, database publishing, a not-for-profit, and a music industry start-up.

Qualifications

Victoria is an accredited executive coach of Ashridge Business School and has a Masters degree in Organizational Psychology from Columbia University in New York, where she specialised in process consultation and international conflict resolution. She is certified in Occupational Testing (Levels A, B1, B2, B3) by the British Psychological Society, and holds certifications in a variety of psychometric tools. She is a member of the Association for Coaching and the European Mentoring and Coaching Council and maintains regular supervision in her practice.