



John Koch

Alive in leadership, business and the workplace.

Empowering executives and leadership teams in SMEs to bring purpose-driven leadership and culture alive – unleashing sustainable value-based innovation and growth.

Qualifications

- **Systemic Executive & Team Coaching:** Collaboration, resourcefulness, and innovation
- **Global Executive Experience:** Strategic expansion and operational excellence
- **Cross-Cultural Leadership & Stakeholder Partnerships:** Synergies, integrated teamwork and agility
- **Relational Intelligence:** Interpersonal dynamics, psychological safety and conflict resolution
- **Strategic Change & Innovation:** Alignment, team engagement, and process improvement
- **Resilience & Post-Traumatic Growth:** Agency and forward movement

Advanced Certifications

- **ICF:** Professional Certified Coach (PCC), Advanced Certified Team Coach (ACTC), Mentor Coach (ICF-registered), PCC Assessor, Certified in Trauma-Informed Coaching and Group Coaching (ICF-approved).
- **CSA / ICF:** Accredited supervisor (ICF-registered).
- **IMI:** Qualified Mediator.
- **CMI/FOCOS:** Certified in Personality Preferences, Cross-Cultural Intelligence, Life Purpose Coaching and Training.
- **MBTI / AoEC:** Certified MBTI and Team Connect 360 Practitioner

About

John is a systemic executive and team coach, leadership and coaching supervisor, mediator, and mentor with a global focus on purpose-driven leadership, cultural transformation, and business excellence.

With 30 years of experience in corporate leadership in the plant construction industry and in executive-level strategic collaboration with NGOs and mission-driven organizations, he blends corporate expertise with a human-centred leadership approach, fostering innovation and sustainable stakeholder value.

He supports executives and leadership teams of SMEs in navigating complex and evolving business environments by fostering purpose-driven collaboration, resilience, and stakeholder engagement. His CARE framework (Cause, Alignment, Resilience, Energy) empowers leaders bring leadership and culture alive, unlocking sustainable value and innovative business excellence.

Approach: Who You Are is How You Show Up

Guided by the conviction that "Who you are is how you show up," John's approach integrates deep psychological insight and systemic thinking to inspire meaningful change and personal coherence. Through reflective dialogue, powerful inquiry, and data-driven team coaching, he helps leaders align with their aspirations and lead with renewed purpose, conviction, and confidence.

Areas of Specialisation

- Cross-cultural executive, leadership and trauma-informed coaching
- Systemic team coaching, data-based and stakeholder-oriented
- Leadership and coaching supervision
- High-retention training programmes and workshops facilitation

