



PROFILE

JAMES CONLON

SUMMARY

James is an international trainer and executive coach specialising in leadership effectiveness, team performance, and communication skills. With a background in psychology and organisational culture change, he brings both analytical depth and practical experience to his work.

Before moving into coaching and training, James spent 15 years leading large-scale transformation programmes for some of the UK's biggest financial institutions. Since 2013, he has been dedicated to developing leaders and teams across sectors. Known for his insight and passion for helping individuals and organisations achieve their potential, James combines a results-driven approach with a genuine commitment to lasting behavioural change.

AREAS OF SPECIALITY

Leadership Effectiveness

James supports senior leaders in fulfilling their potential, generating insights through 1:1 coaching and leadership assessments, and helping clients implement lasting, meaningful change.

Team Effectiveness

He works with leadership and delivery teams to remove constraints that inhibit performance. Through training, team coaching, and facilitation, he builds trust, strengthens alignment, and sharpens decision-making.

Organisational Culture

James supports organisations in shaping high-performing cultures that align values and behaviours, taking a systemic approach to embed these principles across every tier of the organisation.

Communication Skills

James believes the ability to communicate effectively and concisely is an essential life skill. Drawing on his extensive research into the psychology of communication, he has worked with senior leaders, politicians, and public figures to enhance their impact and executive presence. He is the author of a book on non-verbal communication and regularly delivers keynote talks on the subject.

QUALIFICATIONS

- BSc (Hons) in Environmental Science
- ICP Certified Executive & Team Coach
- Dale Carnegie Certified Leadership Trainer
- NLP Master Practitioner
- AIP Certified Hypnotherapy
- Native English speaker
- Years of management experience: 20+
- Years of team and senior leadership coaching: 15+

SECTOR EXPERIENCE

- Banking & Insurance
- Trading & Wealth Management
- Automotive & Manufacturing
- Telecommunications & Technology
- Learning & Development
- Retail
- Government
- Digital Transformation
- Consultancy



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