

# Garth Britton



## Executive Coach

Garth is an experienced consultant, coach and facilitator, with particular focus on organisational culture and change, and strategy, in public, private and not-for-profit contexts. He has a keen interest not only in individuals he works with, but in how they can relate to their teams and organisations to produce better outcomes for everyone. He designs and delivers programmes to develop leadership coaching capabilities and coaching cultures, with an emphasis on how they impact on and support the implementation of organisational strategy.

Garth's professional experience was gained in a 20 year career with Nestlé, initially in marketing, then in general management. His most recent role as as General Director and Senior Vice-President, Perrier-Vittel S.A. (now Nestlé Waters), based in Paris. There he had a responsibility for the management and development of the Nestlé bottled water business in Asia, Oceania, Africa and the Middle East.

Garth has been involved in strategy development and change management, evaluating acquisitions and building leadership capability. He has a deep and practical understanding of the challenges of managing across cultures, both for individuals and organisations; of building effective teams across cultural and geographic boundaries, and developing leaders who can operate in diverse and difficult conditions.

## COACHING EXPERIENCE

- Garth has specialised in coaching assignments supporting change, both personal and organisational. This has included assignments to help prepare leaders for higher level roles; co-developing innovative group and team coaching approaches to develop change readiness and communications skills; and working with leaders to develop actions in response to difficult performance feedback.
- His approach to both consulting and coaching is pragmatic and supportive, built on challenging individuals and teams to reconsider assumptions and look forward to solutions, generating new and positive options.
- Garth has undertaken several assignments in difficult and sensitive environments, assisting leaders in dealing with peer conflict and counter-productive cultural contexts.
- Accredited in The Leadership Circle Profile (TLC) 360 degree assessment.

## EXPERTISE / SPECIALISATION

- Individual coaching
- Group & team coaching
- Leader as coach
- Organisational & culture change
- Leadership & strategy in public, private and NFP sectors
- Cross-cultural coaching
- Managing culture clash

## BUSINESS EXPERIENCE

- Director, Connexity Associates Ltd.
- General Director, Senior Vice-President Zone Asia, Oceania, Africa, Perrier Vittel S.A., Paris, France
- Managing Director, Nestlé Taiwan Group
- Marketing Manager Grocery 1 Business Unit, Nestlé, Malaysia, Kuala Lumpur, Malaysia
- Marketing Manager, Nestlé Thailand

## EDUCATION / BUSINESS COACHING

- PhD, Australian National University, 2007
- Graduate Diploma Professional Communication (Professional Writing), University of Canberra, 2002
- Seminar for Senior Executives, IMD, Lausanne, Switzerland, 1996
- MBA (distinction), INSEAD France, 1982
- Bachelor of Arts, Linguistics and Anthropology, Australian National University 1978



COACHING GROUP