

# Dr Phil Ridgwell

## Coach, Supervisor, Sales Trainer



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### Objective

I see my coach supervision as being particularly useful for organisations that have in house coaching programmes to protect the coaches, the organisation and to ensure that the coaches are developed, monitored and supported. Also, my own career change from the Chemical industry to the financial sector gave me great insight into "promotion beyond competence". This insight could be helpful to your company's key critical "fast tracked" talent group, identified for future senior or executive roles who may be struggling with peer acceptance or role re-definition. This can be a high risk for a company from longer term career or business damage.

### About Me

I am a fully accredited ICF coach, at ACC level, and a registered COMENSA coach and coach supervisor. I am also an accredited Enneagram practitioner. I have spent the last 14 years in active business and executive coaching within the Financial Services sector and now two years as a coach supervisor for our in-house company coaching cadre (50 active coaches). I am experienced in one on one, group and (telephonic) virtual coaching and coach supervision. I enjoy working in organisations, where I hope to combine individual, team, group and organisational effectiveness, to ensure that the cost of any coach supervision (or coaching) is used for the organisations benefit. This follows the Peter Hawkins "Systemic coaching" model and the Marc Kahn's "Coaching on the Axis" approach.

I am a coaching graduate from The UCT Graduate Business School "Centre for Coaching" (Professional Coaching Course - UCT). Unusually, I also have a PhD in chemistry (Sheffield), combined with a business degree (MBL, UNISA), with 19 years at a senior or executive level in the Chemical Industry and now 17 years in Financial Services. This allows me the flexibility to assess technical aspects of projects in a rational and scientific manner, and then use my coaching and supervision skills to ensure project delivery, hence my business name "Risk Based Supervision"

### Experience

Jan 2017 - Present	Jan 2000- June 2017
<b>Risk Based Supervision (Pty) Ltd; Managing Executive</b> My new business career, my third career, is centred on coach supervision and coaching. I enjoy team and groups, and feel they leverage the skills more effectively and at a cost effective rate. <a href="http://www.ridgwell.co.za">www.ridgwell.co.za</a> has full details of the range of skills offered.  I also undertake sales skills training, using my unique and persuasive flavour of presenting core learnings in a way that is remembered after the training.	<b>Nedbank (Ltd); Senior manager</b> I headed the Nedbank distribution channels for card division. 700 branches, 50 areas, 9 regions. This involved change management, sales/product training and leadership development though coaching and supervision to re-establish the Branch channels as the major sales force, after years of decline.  I was also an in house business and executive coach for 14 years and the key supervisor for Nedbank coaches, nationally

## Supervision and Coaching Skills

Coach Supervisor

ICF Associate Certified Coach (ACC)

COMENSA registered coach Supervisor

COMENSA registered Coach

Accredited Enneagram practitioner

## Business Skills

Master's In Business leadership  
Sales training skills

## Scientific Skills

Doctorate in Chemistry  
B.SC Chemistry

## Education

2015 Sandton Coaching centre  
**Certificate in coaching supervision (ICF accredited course) Jo Searle.**

2014 Integrative Enneagram  
IEQ

**Accredited Enneagram practitioner**

2011- 2012 UCT Centre for Coaching  
**Professional Coaching Course (PCC)**

1983-1987 UNISA

**Masters of Business Leadership**

Federale Volksbeleggings medal for "Outstanding academic achievement" 1984

1978-1981 Sheffield University

**Ph.D. Organometallic Chemistry**

Structural and synthetic aspects of Palladium-Cyclo-Butadiene chemistry

1975-1978 Sheffield University

**B.Sc. Chemistry**

## Other bits

UK Passport Number;  
5095744939 (exp.16/9/2022)  
UK Citizen

## Interests;

Photography; Freelance press photographer and enthusiastic amateur  
Walking in wild places  
Theatre, Opera, Ballet, and Musicals  
Helping others live life and strive for more

## Published papers include;

Ridgwell et al., J. Chem. Soc. Dalton Trans. 1982, no.5 pp. 999-1004.\*  
"Synthesis and characterization by spectroscopy and x-ray structure determination of palladium complexes containing the 1-2-eta.1,2-di-tert-butyl-3-methyl-4-methylenecyclobutenyl ligand"

## Patents;

United States Patent 6812306; core component of the patent, fully referenced

In progress;

[www.riskbasedsupervision.com](http://www.riskbasedsupervision.com)

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