

Talk Outline

Marc will explore the Coaching on the Axis (Kahn, 2014) approach as a way of helping leaders access and transform unconscious phenomena that underlie their leadership capability.

This process activates leadership learning by examining it in the relational context of organizational and marketplace reality. A person's ability to lead in such environments is largely dependent upon the extent to which they are able to create relationships with others which, in turn, facilitates the conversion of their talent into real outcomes.

The Coaching on the Axis approach helps leaders make necessary links between their intrapsychic process and the interpersonal stories embedded in the transference relationships that emerges as a course of their experience in the organizations within which they are required to lead.



Marc Kahn

COACHING ON THE AXIS: A GATEWAY TO
DEPTH LEADERSHIP

Speaker Profile

Marc Kahn is the Global Head of Human Resources for the Investec Group, responsible for the people value chain of the company worldwide. Investec, an international specialist banking and asset management group, is dual listed on both the London and Johannesburg Stock Exchanges and is a FTSE 250 company. It has offices in 42 cities, with headquarters in London and Johannesburg, and a staff compliment of over eight thousand.

Marc is a Chartered Business Coach™ with the Worldwide Association of Business Coaches (WABC), a clinical psychologist with registrations in both South Africa and Australia, and a seasoned management and organisation development consultant. He is the author of "Coaching on the Axis: Working with Complexity in Business and Executive Coaching" (2014). London: Karnac Books.

Marc has been with Investec since 2008. Prior to that he was managing director of Resolve Encounter Consulting Pty Ltd, a subsidiary of the Resolve Group (subsequently acquired by EY), which specialized in large-scale learning and development solutions, competency-based assessments, and coaching programmes in both the private and public sectors.

Marc began his career as a clinical psychologist in private practice, where for nine years he focused on adult psychotherapy as well as psychological assessments for medico-legal cases, for which he regularly gave evidence as an expert witness in the High Court of South Africa.

He lectures at universities and business schools, has published several papers in peer-reviewed academic journals, and appears fairly regularly as a keynote speaker and expert guest on radio and television.

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