

REBECCA NORMAND-HOCHMAN

Principal Consultant

Rebecca is a leadership consultant, senior executive coach and a systemic team coach who works with leaders and leadership teams to help them address organisational challenges and implement strategic change.

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About Rebecca

Rebecca began her career as a finance lawyer in London and Paris before transitioning to becoming a leadership consultant and an executive coach. Her background gives her insight into the unique challenges in leading knowledge intensive professionals.

As an executive coach and consultant, Rebecca works with leaders, emerging leaders and leadership teams in the legal and financial sectors to help them achieve greater performance, implement change, increase individual leadership, effectively collaborate across silos and collectively deliver on strategic goals.

Rebecca is the editor of 4 books published by Globe Law and Business in partnership with the International Bar Association: *Managing Talent for Success*, *Mentoring and Coaching for Lawyers*, *Leadership for Lawyers* and *Recruiting and Retaining Legal Talent*.

She has over the years received several professional certifications, including accreditation with CIPD in London (Chartered Institute of Personnel and Development). She is a certified practitioner of a number of psychometric tools and has done hundreds of psychometric assessments to measure the competencies, motivations and needs that leaders have in various stages of their development, in over 40 areas including client relationships and managing pressure.

Rebecca splits her time between London and Paris and works with clients internationally; both face to face and virtually.

Experience

- ◆ Working with the executive and leadership teams and leaders of a global law firm following a large-scale transatlantic merger, to help them overcome some of the post-merger leadership and cultural strategic misalignments and barriers to effective integration.
- ◆ Advising and coaching the CEO, the executive board and six senior leadership teams and their leaders following a transatlantic merger in the consulting sector, backed by PE investment, to help them accelerate growth and performance through increased leadership alignment and clarity of strategic merger integration implementation.
- ◆ Advising a leadership team of a US firm on a pre-merger analysis looking at the leadership and cultural fit between two US entities through data review, in depth interviews, assessments and board facilitation.
- ◆ Working with the senior leadership of an international law firm on a five-year succession plan and supporting the emergence of a strong new leadership team.
- ◆ Helping the board of an international law firm in a crisis to effectively deal with conflict and build the ability to find alignment at senior level.
- ◆ Coaching an operating board and six senior leadership teams of a global consulting firm to help them transform the way in which they collaborate in a post-merger context.

Education and qualifications

- ◆ Certified practitioner of psychometric tools including HOGAN, the Accelerator and TMA as well as 90° or 360° feedbacks.
- ◆ Member of the Chartered Institute of Personnel and Development