



Coaching Biography: Al Pacifico-France (She/They)

MD EvoSis Limited: MSc, MCIPD



With over two decades of expertise in psychology, organisation and leadership development, Gestalt practice, and diversity and inclusion, Al Pacifico-France is an accomplished specialist who champions transformative leadership through creativity. As the Managing Director of EvoSis Limited, Al holds qualifications in Occupational Psychology (MSc), Organisation Development (NLT), and Gestalt Leadership (iGOLD, international Gestalt Organisation and Leadership Development).

Al's extensive experience spans sectors such as Retail, Pharmaceutical, Defence, and Charity/NGOs, and they operates globally, nationally, and locally. Having run businesses and chaired boards of Trustees, Al brings a wealth of practical leadership knowledge to her coaching practice.

Al excels when working with leaders seeking transformative experiences and/or transforming organisations. They help leaders gain insights into how they experience and lead change. Al's love of transformation is grounded in what energises them (creativity, decisiveness, flexibility and developing others). Their strengths have been honed into skills through work experiences (whole organisation transformation of 5,000 people, cross organisational projects in a company of 90,000 people and supporting a trans woman with her transition at work) plus personal experiences (Buddhist retreats, riding a motorbike over the Himalayas and learning to walk again following a broken back).

Philosophy and Approach:

Al's coaching philosophy revolves around strengths-based approaches and gestalt techniques, delving into the present moment and exploring resistances to learning with empathy. Al's coaching style is described as creative, challenging, inclusive and founded on co-created empathy and trust. Al provides encouragement, lived experiences, and practical tools to support leaders to achieve their goals. Al also embraces their diverse identities and leverages their lived experience, privileged and otherwise, to empower others to achieve their potential with authenticity.

Client Testimonials:

- "Al created spaces that were safe and trusted, whilst also being challenging and making you stop and question your own beliefs, prejudice, and position."
- "Al is a fantastic leadership coach. She has inspired me to grow as a leader."
- "Her kindness and guidance were exceptional. She was both encouraging and challenging."
- "Thoughtful, insightful... with inclusion embedded in her thinking."

Experience Summary:

- Executive coaching for numerous CEOs and senior leaders focused on improving leadership performance and organisational growth across various sectors and countries.
- Affirmative/strengths-based coaching, assisting leaders in growing with their identities, including LGBTQ, disabled, neurodiverse, or those experiencing mental ill-health across sectors and countries.
- Life coaching for individuals seeking a holistic approach to personal and career development.

Interests:

Outside the coaching realm, Al's interests include travel, particularly through Italy with her Italian wife. Formerly a lover of extreme sports, Al has redirected her creativity into mixed media art and writing.