Candidatura

Rafal Szaniawski

Me gustaría presentar mi candidatura a la Vicepresidencia de Acreditaciones de EMCC Spain.

Soy EMCC Senior Practitioner y Supervisor Acreditado, además de ICF Master Certified Coach (MCC) y Mentor Coach registrado por ICF. Durante los últimos años he formado, mentorizado y supervisado a coaches y mentores, colaborando como faculty en programas acreditados por EMCC e ICF. Esta experiencia me ha permitido conocer de cerca tanto el valor de los estándares profesionales como los retos que afrontan los profesionales en sus procesos de desarrollo y acreditación.

También soy coautor de Solution-Focused Team Coaching (Routledge, 2023) y actualmente estoy escribiendo un segundo libro sobre coaching y duelo. La formación, la escritura y el desarrollo de profesionales forman una parte importante de mi trabajo y de mi compromiso con nuestra profesión.

Me gustaría poner toda esta experiencia al servicio de EMCC Spain y contribuir a que el coaching, el mentoring y la supervisión sigan avanzando como profesiones sólidas, éticas y comprometidas con la calidad y el desarrollo profesional.

Rafal Szaniawski

Curriculum

Rafal Szaniawski

MCC, EMCC SP, EISA
Coach, Mentor & Supervisor | Professional Development, Accreditation & Standards

PROFILE

Coach, mentor, supervisor, educator and leadership consultant with extensive international experience in coaching and professional development. EMCC Senior Practitioner and EMCC Accredited Coach Supervisor, and ICF Master Certified Coach (MCC), with several years' experience training, mentoring and supervising coaches and contributing to ICF- and EMCC-accredited coach education programmes.

I am particularly interested in the continued professionalisation of coaching, mentoring and supervision: strengthening professional standards, supporting reflective and ethical practice, and making accreditation a meaningful developmental process for practitioners.

Alongside more than 3,500 hours of executive coaching, I bring nearly 20 years of international corporate leadership and learning experience across consulting, financial services, technology, FMCG and media. I am a co-author of Solution-Focused Team Coaching (Routledge, 2023) and currently writing a second book on grief-informed coaching - Coaching People Through Grief (Routledge, 2027 tbc).

PROFESSIONAL CONTRIBUTION TO COACHING, MENTORING & SUPERVISION

Principal Consultant & Executive Coach | The Impermanent Human | 2019 – Present
Independent coach, consultant and educator working internationally across leadership development, executive coaching, professional development and organisational transformation.

- Delivered 3,000+ hours of executive coaching, supporting senior leaders and teams through transformation, transition and organisational change.
- Train, mentor and supervise coaches and contribute to the development of coaching capability and professional practice.
- Design and facilitate learning programmes covering coaching skills, leadership communication, feedback, conflict, resilience and inclusive leadership.
- Work with coaches and organisational practitioners to develop reflective, ethical and evidence-informed approaches to practice.
- Partner with HR and business leaders across global organisations to strengthen coaching cultures and leadership capability.
- Clients include Deloitte, LinkedIn, Mars, Twitch, Coinbase, Novartis, BBC and NVIDIA.
- Co-author of *Solution-Focused Team Coaching* (Routledge, 2023).
- Currently writing a book exploring grief-informed coaching, presence, ethics and professional practice.

Faculty Member – SolutionsAcademy

- Train coaches within ICF & EMCC -accredited coach education programmes.
- Mentor and supervise coaches as they develop their coaching practice and professional competence.
- Support participants in integrating coaching theory, reflective practice and professional standards into their work.
- Contribute to learning design, facilitation and ongoing development of coach education.
- Supporting coaches in their ICF and EMCC accreditations.

Lead Facilitator – Ezra Coaching

- Facilitate and train in global coach training programmes- ICF accredited
- Contribute to curriculum design, assessment and quality standards.
- Support the development of coaches working across diverse organisational and cultural contexts.
- Delivering coach development workshops.

Curriculum

Rafal Szaniawski

PROFESSIONAL CREDENTIALS & ACCREDITATION

- EMCC Senior Practitioner (SP)
- EMCC Accredited Coach Supervisor / EISA
- ICF Master Certified Coach (MCC)
- ICF Registered Mentor Coach - MCS ACC, PCC and MCC level
- Certified Hogan Practitioner

Selected Professional Development

Training and continuing professional development in coaching, supervision, grief and loss, transition, and contemplative approaches to professional practice, including programmes with Cruse UK, Shapes of Grief and Stanford University.

CORPORATE LEADERSHIP & LEARNING EXPERIENCE

Global Learning Manager | Barry Callebaut, Zurich | 2019 – 2020

- Led the redesign of global learning strategy, aligning leadership development and capability building with business priorities.

Chief Learning Officer | Deloitte, Zurich | 2017 – 2018

- Owned firm-wide learning strategy across business lines.
- Integrated digital learning and coaching into leadership development.

VP, Compliance Learning | Barclays, London | 2015 – 2017

- Directed a global learning portfolio serving 180,000 employees.
- Ensured learning strategy aligned with regulatory, professional and risk frameworks.

Senior Manager, Training (Interim) | S&P Global Platts, London | 2014 – 2015

- Redesigned global training strategy, onboarding and digital learning delivery.

Learning & Development Manager | Telefónica Europe, London | 2012 – 2014

- Delivered learning programmes across seven European countries.

PUBLICATIONS & PROFESSIONAL WRITING

Solution-Focused Team Coaching — Co-author, Routledge, 2023

Coaching People Through Grief - currently writing a second book focused on grief-informed coaching, presence, ethics and professional practice, exploring how coaches can work responsibly with grief and life transitions while maintaining appropriate professional boundaries. - Routledge, 2027 (tbc)

EDUCATION

- MA, American Studies — University of Warsaw
- BA, Business English & French — University of Silesia

LANGUAGES

- Polish — Native
- English — Fluent
- Spanish — Working proficiency
- French — Working proficiency
- German — Intermediate