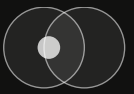




Philippe Leonard

EXECUTIVE COACHING · VERTICAL DEVELOPMENT · CULTURE TRANSFORMATION · TEAM EFFECTIVENESS



PROFILE

youalreadynow.ai

For more than twenty years, Philippe has partnered with executives, teams and organisations as a coach, facilitator, and trusted advisor — working at the intersection of personal transformation, leadership development, and culture change.

His approach is rooted in the ontology of leadership: the conviction that who a leader is being shapes everything — perceptions, emotions, thinking, decisions, and ultimately results. He integrates the integral model, generative change, neuro-linguistic programming, and Conscious Business into a practice that enables coherence, breakthrough thinking, and authentic collaboration.

Since 2003, Philippe has worked with individuals, teams and organisations from 30 different nationalities across four continents and more than fifteen industries. His client list spans Ageas, AXA, BNP Paribas Fortis, Carrefour, LVMH, Mars, Philips, Procter & Gamble, Roche, Unilever, Volvo, and the World Bank, among many others.

"Who you are being as a leader shapes everything you do — and ultimately, everything your organisation becomes."

WHAT PHILIPPE IS BROUGHT IN TO DO

- Coach executives and leadership teams on self-awareness, presence, and transformational impact
- Facilitate top team effectiveness — building trust, alignment, and collective accountability
- Design and lead vertical development programmes that shift leadership identity from the inside out
- Support organisations through culture change, strategic alignment, and business transformation
- Help leaders develop emotional intelligence, systemic thinking, and authentic collaboration

I BELIEVE

Who you are being shapes everything you do. Leadership transformation is not about learning new techniques. It begins when a leader understands who they truly are — and chooses to grow from that place.

The most powerful change is coherent change. When individual growth, team dynamics, and culture move together in the same direction, the results are not just better — they are lasting.

WORKING STYLE

Philippe works with both precision and warmth. He draws on a rich and rigorously tested toolkit — the integral model, generative change, NLP, Conscious Business, and systemic constellation — but never lets tools replace presence. His clients experience him as deeply perceptive, genuinely curious, and fully committed to their growth at every level.

CREDENTIALS

CERTIFICATION Professional Certified Coach (PCC) & Mentor Coach, ICF · Generative Coaching (IAGC) · Newfield Ontological Coaching · Conscious Business

TOOLS Richard Barrett CTT · Hogan · Spiral Dynamics · Polarity Management · Systemic Constellation · NLP Master & Trainer

FORMER World Wide Director of Sales & Marketing · EMEA Marketing Manager (ITC sector)

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