

Mrs Veronica Royston

Coaching profile

Personal information

Name: Mrs Veronica Royston

Region: Western Cape

Language: English

Email address: VeronicaR@connemara.co.za

Contact number: +27 083 2020 111

Coaching hours logged: 6000+

Years of experience: 10+



Qualifications / Certifications / Accreditations

Type	Name	Institution	Year
Qualification	M.A. Organisational Psychology with Distinction	University of the Witwatersrand	1992
Certification	Registered Organisational Psychologist	Health Professions Council of South Africa	1993
Qualification	Advanced Diploma in Coaching Supervision	Oxford Brookes Business School, Oxford UK	2024
Certification	Master Certified Coach	International Coach Federation	2021
Certification	Solutions Focused Coaching	Solutions Academy	2019
Certification	Certified Integral Coach	New Ventures West and Graduate School of Business UCT	2014
Certification	Trained Narrative Practitioner	Dr. Elize Morkel	2008
Accreditation	Heartstyles Accredited Coach and Practitioner	Heartstyles	2019-2022
Accreditation	Tilt 365 Certified Practitioner	Tilt365	2018
Accreditation	Magersion-Mc Cann Team Management Profile	TMS Development International Ltd.	2012
Qualification	Enneagram Accreditation	Intergrative Enneagram	2024
Qualification	Supervising Groups and Team Coaches	Oxford Brookes Business School, Oxford, UK	2024

Coaching memberships and affiliations

International Coach Federation
Health Professions Council of South Africa
Society for Industrial & Organisational Psychologists

Business background and business experience

I have held various executive, senior leadership, and consulting roles in complex global matrix organizations in the financial services, retail, media, and entertainment sectors with blue-chip firms in Africa and the UK. Roles include Head of People and Founding member of an e-commerce startup that was acquired by a global multinational; Country Head of HR for Standard Chartered Bank and Senior Manager of Strategic Risk Services at PricewaterhouseCoopers in London.

With 20+ years of experience working with multinational and diverse teams across sectors in Africa, the UK, Europe, India, Asia, and North America, I have navigated strategy, business, and people in organizations at the leading edge of change. For example, I was part of a founder team that launched the first pureplay online bank in early 2000; as part of a new team of strategic consultants, I developed and delivered people-based risk management and board effectiveness solutions for FTSE 100 Clients in UK & Europe; more recently I have partnered with a company in Mongolia to provide the only English Mongolian ICF aligned coach training in the country.

Individual coaching experience - Inside of Connemara

I use my commercial awareness, leadership experience, and psychology training to coach executives to improve their personal resilience and leadership effectiveness, manage change and diversity, think strategically, and leverage their team's performance. Old Mutual, Discovery, Standard Bank, Mazars, The SARB, Parliament, Dell, Altron, Toyfin, Hollard

Individual coaching experience - Outside of Connemara

I have coached board directors, MD's, CEO, business unit heads, and their teams as well as technical leaders such as scientists, actuaries, engineers, accountants, software developers, product directors, CEOs of start-ups, and emerging leaders both face-to-face and virtually.

I also coach Executive MBA students at UCT's Graduate School of Business who are in senior leadership roles looking to transition to the next level of leadership.

Industry experience includes Financial Services, FinTech, Mining & Resources, Oil and Gas, Renewable Energy, Technology, Professional Services, Media & Entertainment, Education, EdTech, Healthcare, and National and Provincial Government.

Clients span geographies; Africa, UK, Europe, Asia Pacific, North America, Mongolia and India.

Individual coaching experience - Sweet spot (area of specialisation)

Newly appointed board members and senior executives transitioning to stretch roles
Women executives balancing multiple roles and commitments
Coaching for executive presence and impact
Entrepreneurs and business leaders
Career Coaching at key decision points
Personal effectiveness, resilience, and work-life integration coaching

Team coaching experience - Inside of Connemara

Facilitating Team Effectiveness and Cohesion
Facilitating conflict resolution in teams
Managing Change Workshops
Leader as Coach
Regulating Emotions
Organisational Culture Review
Sales Team Effectiveness Coaching

Team coaching experience - Outside of Connemara

I harness my consulting and coaching psychology skills to improve team and organizational effectiveness; examples include:
Facilitating team alignment and cohesion around a common purpose
Facilitating leadership team effectiveness
Facilitating change and senior leadership team cohesion post-merger and acquisitions
Powerful Communication Skills for Senior Leaders
Facilitating workshops on Executive Presence and Impact
Leader as Coach: Unlocking thinking in organizational systems
Organizational Culture and Leadership reviews to align culture to strategy.

Coaching philosophy / Way of working

The purpose, need and context frame the approach adopted. In designing coaching programmes, Veronica draws on her senior-level leadership experience, her organizational psychology and coach training, and her business consulting skills.

Storytelling is used as a vehicle to facilitate deep self-awareness, foster meaning creation, and develop an appreciation for culture and context in shaping individual, team, and organizational changes. Solution-focused methods encourage goal setting and an outcomes focus. An integral philosophy invites a holistic approach to leadership development, including head, heart, and body.

Veronica's style is collaborative and as a coach, she is a thinking partner that both challenges and supports the leader's skills development and goal achievement through a relationship of trust and openness. Using her leadership assessment and development skills, she has access to a variety of tools and feedback processes to increase the leader's awareness and to challenge leaders to see options for action beyond the known and familiar.

She brings a particular focus on accountability to the coaching relationship and in each engagement agrees on a strategy that is tailored to the needs of the individual and their organization. Her approach is rooted in theory and yet practical and outcomes-oriented; it is at once deeply personal and business-oriented.