

Executive Coaches Bio's

Name: Pen Zalcman

Job title: QMS / Account Manager

Executive Coach & Mentor

ILM Level 7 Qualified | EMCC Senior Practitioner Accredited



A little bit about me:

I am an ILM Level 7 qualified Executive Coach and EMCC Senior Practitioner working cross-sector with professionals navigating complexity, transition and growth. My accreditation reflects my commitment to high professional standards, ethical practice and rigorous reflective development.

My background spans governance, leadership and personal development, and I bring both strategic clarity and psychological depth to my coaching practice.

I work with warmth, curiosity and thoughtful challenge. Clients often seek me out when roles feel heavy, identity feels unclear, or responsibility is stretching them in new ways. I believe leadership is not about performing certainty, it is about developing clarity, courage and alignment.

A snapshot of my coaching career:

I have coached leaders and professionals across public, private and charitable sectors, supporting them through organisational change, strategic decision-making, burnout, and role transitions.

My approach integrates Cognitive Behavioural Coaching, strengths-based frameworks and systemic thinking. I work ethically and reflectively, ensuring psychological safety alongside purposeful stretch.

Alongside executive coaching, I facilitate peer support spaces that emphasise the importance of our stories being told, heard and learned from. I believe reflective dialogue strengthens leadership, belonging and collective growth.

My coaching niche is (area of expertise):

- Leadership identity and alignment
- Strategic clarity and decision-making
- Confidence and imposter patterns
- Burnout prevention and sustainable leadership
- Neurodiversity-informed coaching, including support for late-diagnosed women navigating Autism, ADHD, AuDHD and perimenopause

A personal value I stand by is:

Authenticity with accountability.

I believe leaders can lead with humanity while holding high standards, for themselves and for others.

My coachees would say I am:

Calm, insightful and gently challenging.

Clients often describe leaving sessions feeling clearer, steadier and more confident in their thinking. I am known for noticing patterns, asking precise questions and creating space for honest reflection.

My main strengths, skills and qualities that would benefit an executive are:

- Clear strategic thinking
- Emotional intelligence and deep listening
- Ability to hold complexity without rushing resolution
- Structured, outcome-focused coaching conversations
- Ethical practice and reflective discipline

Anything else of interest,

I bring both professional training and lived experience into my work, which allows me to coach with nuance, empathy and grounded realism. I have particular interest in supporting late-diagnosed women and those navigating identity shifts in mid-career, including the intersection of neurodivergence and perimenopause.

At the heart of my work is a belief that leaders do not need to mask or harden to be effective, they need clarity, alignment and the courage to lead as themselves.