

Stephan Lucks

BSc (Hons), MSc, CPsychol, AFBPsS



Stephan is a Business Psychologist and a Manager at Pearn Kandola. He specialises in senior management development as well as assessment and selection work.

He has extensive experience of senior and executive development using both coaching and development centre approaches, as well as the delivery of coaching skills training for managers to support their development.

As a Chartered Psychologist, Stephan draws from a wide variety of psychological knowledge to support the development of other people, using approaches which include 360° feedback, personality questionnaires and bespoke designed diagnostic instruments. His approach to coaching is underpinned by the belief that individuals need to take responsibility for their own development, and is thus geared towards self-regulated learning.

He works towards building the environment and relationship necessary to support this, whilst at the same time not shying away from giving the feedback that is necessary to enable people to confront the barriers to their development through, for example, the use of cognitive behavioural approaches.

Stephan's coaching experience has involved working with senior managers and directors in developing their potential to progress in the organisation, and this has focused on specific skills development as well as broader, softer skills development. He is also experienced in the delivery of coaching skills programmes to aspiring coaches.

Contact

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Stephan has coached individuals in the following organisations:



John Lewis Partnership



Stephan's professional qualifications include:

- BSc (Hons) in Psychology
- MSc in Applied Psychology
- Associate Fellow of the British Psychological Society
- Certificate in Executive Coaching from the ICCP, Sydney University
- Chartered Psychologist
- Member of the British Psychological Society Special Group in Coaching Psychology
- Institute of Leadership and Management (ILM) Psychological Coaching Development Programme

Pearn Kandola is a member of the Association for Coaching

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