



ZAFER ACHI

- Zafer is a leadership coach and a designer and facilitator of leadership development interventions. Zafer helps individual executives expand their leadership repertoire while delivering on their performance objectives, and he helps leadership teams raise their game by collaborating more effectively.
- Zafer brings to the table a number of vital attributes for a coach and facilitator.
- **Management proficiency:** He spent 34 years as a top tier management consultant - including 27 years as a Partner- with McKinsey & Company. His signature accomplishment involved transforming office cultures for sustained high performance. In his client work, Zafer acquired proficiency in all facets of business and across sectors and industries. His functional expertise lies in both strategy and organization (he spent 10 years each in a leadership role of one of these functional communities within McKinsey).
- **Multicultural competence:** Born in Damascus, raised in Lebanon, Zafer has studied, worked and lived in another eight countries - France, USA, Canada, Japan, Singapore, Indonesia, Algeria, United Arab Emirates, and spent extensive professional time serving clients in Spain, Italy, UK, Germany, Netherlands, Thailand, Korea, Philippines, the GCC and Turkey. He is fluent in Arabic, French and English, proficient in Spanish and capable but rusty in Japanese and Bahasa. This exposure and his natural empathy make him exceptionally adept at bridging across cultures.
- **Depth in the 'people side' of business:** Zafer is at the cutting edge of management thinking and intervention design when it comes to the people side of business - culture, leadership, talent, change management, etc. He has dedicated the last 15 years to learning and growing his expertise in this field that he regards as the key to unlocking performance both in the boardroom and in management ranks. At McKinsey, Zafer led the development of the Firm's senior partners learning curriculum, and personally designed and delivered as lead faculty several of the Firm's most iconic leadership development programs. He is well versed in most theories and practices relevant to individual and team leadership development, including Adult Development, Immunity to Change, Gestalt, Action Learning, Dialogue, Voice Dialogue and Systems Thinking.
- Zafer is a graduate of HEC (Paris) and MIT's Sloan School of Management. He is a certified Leadership Circle coach. Zafer is also a graduate of the prestigious Director Education Program of the Canadian Institute of Corporate Directors (ICD). He has co-founded the Montreal Chapter of the ICD, and has served on the national board of the ICD for 3 years. Zafer also sat on the Board of Governors of the Board Director Institute (BDI), a GCC-based institution that promotes better governance through Director training. He lives in Dubai and serves clients globally. He collaborates with Cultivating Leadership frequently.