

## Neil Orvay Coaching Profile & Philosophy

### Biography

Neil Orvay is an ICF Accredited Coach and Neuro Linguistic Programming Coach with 29 years' experience in business holding both senior positions in investment banking and as an entrepreneur building multiple businesses across various sectors.

Neil started his career as an Investment Banker in 1990 and spent 13 years at the forefront of Capital Markets with NatWest Markets, PaineWebber and HVB Group in London, Sydney, Singapore and Hong Kong. In October 2002 and while still in banking, Neil co-founded Sense of Touch, a boutique day spa in Hong Kong. In 2004 after leaving banking, Neil was part of the management team that acquired Corebridge, a French middleware developer connecting telephony with data. He was instrumental in raising USD 20m in equity finance for Corebridge and ran the business in Asia until 2008.

Neil has been involved in public speaking since the age of 16 when he was sponsored by the Royal Air Force through College and later University. He has spoken globally at conferences and investment road shows on a wide range of topics including Asset Securitisation, Collateralised Debt Obligations, Entrepreneurship, Branding, Marketing, Sales & Negotiation Theory, Communication Skills, Body Language, Personal Empowerment, Building Trust, Psychometric Profiling and Persuasion Psychology. He has had articles published and profiles written in leading publications including the Wall Street Journal, South China Morning Post, Hong Kong Business, British Chamber of Commerce Magazine, and Spa China.



### Coaching Style

In 2009 Neil founded Evolution-U Limited, a Hong Kong based soft skills training and coaching provider focusing initially on financial sector clients and now servicing clients from across the corporate spectrum. Neil has developed a unique 'tool kit' based approach for supporting leaders and senior executives across a wide range of developmental needs. His typical coaching clientele include C-suite, business owners, partners, senior executives with regional roles, and key talents who require support in transitioning to the executive/regional management level

Neil's approach to coaching is direct and results driven. Within the parameters of the ICF Code of Ethics, Neil encourages the Coaching Client and the Stakeholder to have agreed deliverables in advance of the coaching assignment so that results can be monitored and assessed by all parties.

Neil is passionate about both learning and teaching others. He has developed training content covering Communication Skills, Conflict Management, Leadership, Team Building, Sales Psychology, Negotiation Theory, Influencing Psychology, Personal Empowerment, Emotional Intelligence, Building Trust, Psychometric Profiling and Managing Unconscious Bias. This depth of content enables Neil to equip his coaching clients with a multitude of tools to be more effective and dynamic. Having lived in Hong Kong, Singapore and Sydney for 24 years and conducted business in every major financial centre across Asia, Neil has extensive cross-cultural experience in business management, leadership and coaching.

## Coaching Toolkits

In addition to the wide range of training content that Neil has developed, Neil has customized a series of coaching tool kits based around the Coach Master Toolkit methodology developed by world leading coach Andrew Neitlich. The toolkits focus on the following deliverables:

- Toolkit # 1 – Behavioural Analysis:** An understanding of current behavioural traits is often a valuable way to start a coaching assignment, providing a foundation for all the developmental work that follows. Existing unconscious biases, habits, limiting decisions and many more behavioural dimensions impact others perception of us and in turn how they respond to us. Using tools from NLP, Time Line Therapy and Behavioural Coaching, this toolkit gives leaders valuable insight to their strengths and weaknesses.
- Toolkit # 2 – Communication:** Communication has a structure, This allows us to define best communication practises around well-developed linguistic tools with cross cultural application.
- Toolkit # 3 - Engage & Mobilise:** Employee engagement is one of the largest challenges in business. This module introduces practical approaches to addressing the key issues relating to improved employee engagement.
- Toolkit # 4 – Leadership Powerbase:** Upward stakeholder management, lateral relationship and network development are all critical elements in improving the executive powerbase. This toolkit helps the leader understand their current powerbase and develop a strategy for achieving their required future powerbase.
- Toolkit # 5: Influence & Persuasion:** Dealing with high stakes scenarios is a regular requirement for leaders. Using a combination of persuasion psychology, well formatted goals and pre-situation preparation tools, this tool kit gives a structured approach to increasing influence over such scenarios.
- Toolkit # 6: Time Management:** We all have one thing in common; we don't have enough time. Techniques for improved time management and dealing with overwhelm can result in significant improvements in productivity and leadership effectiveness.
- Toolkit # 7: Strategic Planning** The coaching process to developing strategy is an alternative to the costly consultant route whereby the coach leverages of the coaching clients experience and knowledge. A 3-phase approach including one-on-one, group coaching and strategic retreats can be used to generate critical strategic insights with this toolkit.
- Toolkit # 8: Coaching your Team** High turnover, conflict, not meeting KPI's. These and many more lead to dysfunctional teams and one of the leader's largest headaches. To get the best out of our teams, it helps to have coaching tools that can use to understand and manage our teams effectively.

## Credentials

Neil is an ICF Associate Certified Coach, a certified Trainer of Neuro Linguistic Programming, NLP Coach, and Trainer of Time Line Therapy™. He has over 300 hours of logged business coaching and over 3,000 hours of teaching and lecturing experience in business psychology. In 2018 Neil was recognised as one of Hong Kong's elite coaches by CV Magazine and in 2019 HR Tech recognised Evolution-U as one of the top 10 Leadership Development companies in APAC.

Neil has studied negotiation at the Harvard Negotiation Institute and Persuasion Psychology with world-renowned expert Dr. Robert Cialdini. He has developed training courses covering Neuro Linguistic Programming, Communication Skills, Leadership and Team Building, Sales Psychology, Negotiation Theory, Influence and Persuasion, Building Trust, Psychometric Profiling, Personal Empowerment, and Managing Unconscious Bias. He has taught these courses to over 5,000 senior executives and middle management globally.

Neil holds a BSc (hons) degree in Accountancy and Financial Analysis from the London School of Economics and Political Science and an executive master's in International Negotiation and Policy Making from The Graduate Institute, Geneva. From 2013-2018 Neil held the honorary title of 'Visiting Teaching Fellow' at Edinburgh Napier University and in he has been invited to teach negotiation psychology at The Graduate Institute, Geneva on the 2020-2021 INP Masters Programme.

Neil is the co-founder and Chairman of the British Chamber of Commerce Angel Investment Programme in Hong Kong. In his spare time Neil has a passion for ultra-marathons. He has completed the 100km HK trail walker four times, the Marathon des Sables and the Gobi March, each 250km ultra marathons in the Gobi and Sahara desert's respectively, and summited Mount Kilimanjaro, Africa's highest peak. In the process he has raised over US\$100,000 for community projects and cancer research.

Neil has over 100 LinkedIn testimonials for his coaching and training expertise. To view his testimonials as both a coach and trainer, please visit <https://www.linkedin.com/in/neilorvay/>.

For further information or to request an initial meeting, please contact [neil@evolution-u.com](mailto:neil@evolution-u.com).

