

# MARGARET LANE

## PROFESSIONAL BIOGRAPHY

Margaret brings a wealth of senior Financial and HR career experience across the commercial, semi-state and public sectors to her coaching practice.

## Executive & Board Experience

Strategic HR Director, Ervia (Parent company for Gas Networks Ireland and Irish Water)  
 HR Executive Roles, Board Gais Group  
 Cork City Council, Board of Governors of Mercy University Hospital.  
 Member of Board of Governors, UCC.  
 Company Secretary, Cork Opera House  
 Member of the Audit Committee NSSO,  
 Office of the Ombudsman & Cork City Council.

## Best of Both Worlds

Margaret achieved excellence in two very different professional disciplines, first as a Chartered Accountant and then transferring into HR and ultimately leading the function for one of the largest Irish commercial semi-state companies. She brings all of her experience, along with that powerful combination of analytical and compassionate capabilities, to her coaching clients.

## Education & Coaching Accreditation

Certificate in Coaching, Henley College/  
 Reading University  
 MBA, University College Cork  
 Chartered Accountant (ACCA)



## COACHING PHILOSOPHY

Margaret's belief in people and their potential to develop brought her to a career as an executive coach:

*"My passion for and interest in people led to me changing my career from Accountancy to HR. After 20 years in HR, I have a total belief in people's potential to develop and succeed. I became a coach to continue to help people achieve their potential."*

Margaret's journey to become an executive coach began with her own positive experience of the process:

*"The biggest obstacle in my career was my striving for perfection. It always had to be 100% right. This resulted in me not pursuing career opportunities which did not match up exactly to my skillset. As I realised the impact this was having on me and those reporting to me, I sought the support of a coach to help me work through changing – and the benefits were significant."*

Looking to the future, Margaret believes that highly developed relationship skills will be essential for successful leaders:

*"Ways of working are fundamentally changing, ever more complex and challenging, requiring leaders to be resilient and agile. Being able to engage with employees and maintain a sense of purpose in this very dynamic and challenging environment is the challenge. Leaders need to develop their capability to listen, to understand the impact of change on people and so how to lead them through it."*