

VANESSA COX
PARTNER, EXECUTIVE COACH

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Vanessa is a trusted executive coach and advisor to C-suite leaders and senior executive teams navigating transformation, transition and growth in complex organisational systems. With more than 25 years of experience advising and developing senior executives, she brings a distinctive combination of systemic insight, commercial judgement and strategic depth to leadership at the highest level.

EXPERIENCE

Vanessa's work is grounded in the belief that the most significant leadership challenges are rarely individual alone; they sit within the broader system of **culture, stakeholder dynamics, governance, decision-making, organisational design and pace of change**. Vanessa partners with CEOs and executive teams as both a coach and strategic thinking partner, helping them make sense of complexity, sharpen judgement and lead with greater clarity, cohesion and influence.

She advises senior leaders on many of the defining issues facing the C-suite today, including **enterprise transformation, executive team effectiveness, leadership transition, cultural alignment, organisational development, stakeholder complexity and sustaining performance under pressure**. Working both one-to-one with senior executives and collectively with leadership teams, she helps leaders strengthen not only their own effectiveness, but also the conditions for sustainable organisational performance. Vanessa is particularly valued for her ability to bring independent perspective, thoughtful challenge and commercial credibility to high-stakes conversations. She has become a trusted partner to senior European business leaders at moments of inflection — whether shaping leadership capability, guiding teams through change, supporting organisational evolution or helping businesses scale with greater intentionality and resilience. This is grounded in her previous executive experience in executive search, strategy consulting, and business advisory.

Her experience spans **FMCG, Technology, Financial Services, Law Firms, Engineering and Manufacturing**, giving her broad perspective across both established enterprises and dynamic growth businesses. At TPA, she also leads the Dynamic Growth hub, supporting young organisations as they grow through increasing complexity and accelerated change. Vanessa's style is **deeply empathetic, incisive and constructively challenging**, always grounded in positive intent and delivered with warmth and humour. Trilingual in English, German and French, she works fluently across international and cross-cultural contexts.

EDUCATION, QUALIFICATIONS, PROFESSIONAL MEMBERSHIPS

- Postgraduate Graduate Certificate in Executive Coaching, University of Chester
- Member of the ICF (International Coach Federation)
- Diplômée Grande Ecoles, ESCP Europe
- Fluent in French, English and German