



**Chuchu Selma**  
Country Director for  
WaterAid Liberia

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“I started my coaching programme on 23rd July 2018 by having a chemistry session with Clive Steeper, Executive Coach for Caplor Horizon. Following my first session with Clive, we developed an outline and my coaching objectives, which have guided 5 consecutive sessions.

Throughout the coaching programme with Clive, I have been able to strengthen my listening skills which is helping me to prioritize important issues, especially internal ones, and enabling me to make informed decisions as a leader. By emphasizing and spending more time on internal issues, I have been able to strengthen relationships within the team and transition from being reactive to a more influential and proactive leader. For example, I got individual commitments from staff to support the growth and aspirations of the Country Programme during a 1-2-1 meeting with each staff, and I have seen great improvement in their contributions.

I am aiming to becoming less directive, providing more guidance and coaching to staff. My regular engagement and appreciative enquiry approach is helping me to become inspirational, agile and less authoritative, supporting empowerment of staff. In pursuing this, I have shown more tolerance and encouraged innovation and increased productivity amongst staff.

The coaching programme has helped me to blend and complement new styles with other WaterAid’s management initiatives and plans. This is ensuring effective team building, performance and enhancing a more supportive culture.

I assume that 2 to 3 additional coaching sessions with Clive will be needed to improve my self-awareness and Emotional Intelligence (EI) skills as well as review progress made with other objectives of the programme. The investment made by WaterAid in developing my skills is greatly appreciated and very helpful in making me to achieve my goals as Country Director for WaterAid Liberia.”



**Vanita Suneja**  
Regional Advocacy  
Manager in South Asia

*“Coaching with David has been a valuable learning experience. David was able to help me see through issues limiting my leadership potential, identify the options for action and gave me the confidence to overcome challenges.”*