



Gabrielle Ferguson

Senior Consultant

For leaders and organisations under pressure:
sharper performance, without the human cost

About

Gabrielle is an organisational development consultant, executive coach and facilitator with over 12 years' experience across corporate, higher education and third-sector organisations, building on more than a decade of experience across in-house HR and talent development.

She works where performance meets pressure: leaders stepping into bigger roles, teams going through change, and organisations trying to grow without burning people out. Her focus is on what sits underneath the behaviour you see, such as the beliefs, habits and systemic challenges, and turning that insight into practical change that lasts.

Approach



Combines evidence-based organisational development, executive coaching and practical behavioural change strategies.



Helps people understand the beliefs, behaviours, habits and systemic pressures shaping performance and decision-making.



Creates psychologically safe but appropriately challenging spaces for meaningful growth.



Balances reflective depth with practical application to create sustainable impact.

Experience



Executive coaching for senior leaders navigating promotion, transition and complexity, including pharmaceuticals, research and finance.



Leadership and management programmes designed and delivered for universities, life sciences and charities.



Hogan-based behavioural insight workshops for leadership teams experiencing change.



Supporting teams and high-potential talent through restructures and sustained high-pressure periods.

Qualifications and credentials

Accredited Executive Coach

NBI

Hogan Assessment Practitioner

MBTI® Practitioner

HR Management

“ Gabrielle created a safe space that helped me uncover behaviours and patterns I hadn't fully recognised before. ”

Former client, General Counsel, at a building society