

Pen Zalcman Executive & Senior-Level Coach | EMCC Senior Practitioner
Specialist workplace coaching for neurodivergent professionals

Neuro-affirming | Systems-aware | Identity-led | Workplace-focused

Coaching Focus *I provide specialist coaching for professionals navigating:*

- Neurodivergence at work.
- Burnout and sustainable working.
- Executive functioning and workload management.
- Workplace communication and boundaries.
- Return-to-work or adjustment periods.

Coaching Approach *My work integrates:*

- Cognitive Behavioural Coaching (CBC).
- Transactional Analysis.
- Strengths-based and systemic coaching approaches.
- Sessions are structured, practical and tailored to workplace context.
- Coaching focuses on practical strategies that support sustainable performance, communication, and wellbeing at work.

Professional Credentials

- EMCC Senior Practitioner.
- ILM Level 7 Diploma in Executive & Senior Level Coaching and Mentoring.
- Emotions Coaching Practitioner®.
- Ongoing CPD and professional supervision.
- Safeguarding Adults Level 3 (CPD Certified, 2026).
- Basic DBS check clear (20th March 2026).

Professional Experience

- Private coaching practice – Echo Stone Coaching.
- Executive coach within Local Authority coaching pool.
- 25+ years organisational experience across public and commercial sectors.

I maintain ongoing professional supervision, hold Safeguarding Adults Level 3 certification, alongside a clear current basic DBS check.

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