

# Joseph Bikart, London

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Joseph is a co-founder of Templar Advisors. His approach to executive coaching explores the different types of pressure clients experience, both 'above' and 'below' the surface'. This goes beyond the personal dimension, to look at how the client's role within the company, as well as factors affecting the organisation itself may affect their outlook and performance.

He is qualified as a Senior Practitioner following his studies at the Tavistock (Systems-Psychodynamic Coaching) and at the Institute of Psychoanalysis in London. In 2019, he published the award-winning book "The Art of Decision Making", now translated in 8 languages.

Joseph holds a Master's in Management (Hon) from ESCP and is qualified by the SFA as a registered representative. He delivers coaching sessions in English, French and Italian.

# Marileen Koppenberg, London

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Marileen's coaching approach relies on the belief that life and work are deeply connected and therefore it is about coaching the whole person. She intentionally balances coaching the "being" (inner values, emotional awareness, leadership mindset) with the "doing" (clear goals, options, actions, and accountability) to drive performance and create meaningful, lasting change.

Marileen works with rising middle management and senior executives. She helps them establish their professional presence, increase their confidence, manage pressure, and navigate challenging transitions or situations resulting from prolonged periods of uncertainty and constant internal change.

Marileen is ICF accredited (ACC) and obtained her coaching certification from Co-Active Training Institute (CTI). She has a degree from EDHEC Business School in Lille, France and holds an MBA from the University of Notre Dame, USA. Marileen also trained with ORSC systems coaching and Positive Intelligence. She is fluent in Dutch, French and English. Prior to coaching, Marileen spent 12 years in investment management.

# Paul Minx, London

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Paul's coaching style is simple, practical, and business focused. He helps clients look at both the visible business challenges and the subtler dynamics beneath them to improve clarity, confidence, and performance.

Paul has coached CEOs, C-suite executives, and senior teams across investment banking, private equity, fintech, and asset management. His work often focuses on stepping into bigger roles building board presence and leading with impact.

Before joining Templar, he spent 15 years as Head of Learning and Talent Development at Morgan Stanley, advising senior leaders on performance, effectiveness, and how teams work together.

Paul holds an MA in Executive Coaching and Supervision from Oxford Brookes University and an MA from Yale University. He is certified in the Hogan psychometric instrument and delivers coaching in English and Spanish. Paul is an active playwright and screenwriter; interests that inform his understanding of storytelling, character, and leadership communication.

# **Roisin Reynolds, London**

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Roisin's coaching is informed by her work with diverse leaders and teams in challenging contexts, including through change. Drawing on narrative coaching approaches, she supports clients to build awareness and re-frame in a safe space.

She coaches MDs, Executives, Boards, founders, and high potential executives across Europe and Asia, spanning financial services, professional services, tech, energy, manufacturing, pharma, and defence. She is also a Non-Executive Director on public sector Boards. Prior to her coaching career, she led a consulting practice in a professional services firm, focused on economic development and organisational change.

Roisin is an International Coaching Federation (ICF) credentialled Professional Certified Coach (PCC) and is accredited by the Institute for Executive Coaching and Leadership. She is also Hogan Certified, including for teams, with AgilePM and Human Factors training. She holds an MBA from Warwick Business School and an MPhil in Development Studies from the University of Cambridge.

# Johnny Ryan, London

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Johnny's coaching approach blends Co-Active principles with a Solution-Focused mindset. He creates the space for clients to slow down, reflect and gain clarity, working collaboratively to explore options and surface insights. His style balances support and challenge, helping clients convert reflection into clear, practical actions that build leadership effectiveness and lasting change.

He coaches rising and senior leaders, typically from VP to Director level, supporting them through transitions, increased responsibility, confidence challenges and the pressures of high-performance environments.

Johnny has over a decade of experience working with leaders across financial services, drawing on a background in learning, leadership development and client relationship management. He is ICF-accredited and coaches internationally.

# Lidia Arshavsky, New York

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Lidia's coaching style focuses on amplifying strengths, surfacing blind spots, and helping clients build an experimentation mindset to accelerate growth. Her clients have ranged from C-suite executives to high-potential emerging leaders.

She previously held a senior position at a global training and coaching company, overseeing a team of 60 coaches and trainers worldwide, as well as internal roles in fintech and HR tech.

Lidia received her CCPEC executive coaching certification from Columbia University (where she conducted research on coaching for French leaders managing U.S.-based teams) and holds an ACC credential from the International Coaching Federation (ICF). She is also an accredited Conversational Intelligence® (C-IQ) practitioner and is certified in Hogan Assessments.

She holds a Master's in Communication from American University (Washington DC) and is the recipient of a Fulbright Teaching Fellowship. She coaches in English, Russian and French, and has worked with executives across three continents.



## Ali Funk, Ph.D, New York

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Dr. Funk's approach is holistic, considering the numerous unique personal and professional factors at play in clients' lives. She views coaching as a highly collaborative process in which both individuals work as a team to identify strengths as well as areas for growth, set goals, and create change. She is a New York State licensed psychologist.

Dr. Funk has experience providing coaching to professionals and young executives in a variety of roles and specialty areas since beginning her doctorate training in 2016. She tailors her approach to create a highly individualized strategy based on the client's industry and needs.

She has provided coaching for clients in the following industries: financial services, finance recruitment, technology, law, higher education, healthcare, and the fine arts.

She received her B.A. from the University at Buffalo Honors College and her master's degree and doctorate from Hofstra University's Clinical Psychology Ph.D. program. She completed her APA-accredited internship in Clinical Psychology at Jesse Brown VA Medical Center.

# Shelia Plaisance, New York

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Shelia is a certified executive coach with an 18-year global career at UBS, partnering with senior leaders navigating complexity, transition, and high-stakes leadership challenges. Her coaching supports executives to strengthen presence, sharpen judgment, and lead with confidence and clarity in demanding organisational environments.

She works primarily with C-suite executives and senior leaders across banking, private equity, asset management, law, and insurance. Grounded in deep experience of regulated, performance-driven contexts, Shelia's coaching focuses on leadership identity, influence at the top of organisations, and effectiveness in moments that matter most.

Prior to coaching, Shelia held senior roles at UBS, including in Hedge Fund Solutions and as Head of the Fixed Income Derivatives Business Control Group during the 2008 financial crisis. She was selected for UBS's ASCENT leadership programme, which led to her transition into executive coaching within the firm's Human Resources function.

Shelia integrates psychometric insight thoughtfully into her coaching practice to support self-awareness and decision-making across global and cross-cultural leadership contexts.

# Niels Jensen, Hong Kong

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Niels specialises in helping leaders elevate their impact in high-pressure environments, build confidence and presence, navigate complex stakeholder dynamics, and strengthen decision-making and leadership behaviours. He has supported leaders through inflection points such as new role transitions, expanded responsibilities, organisation change and high-stakes strategic initiatives.

Niels has lived in Hong Kong since 2011 and is a Director at Templar, bringing over two decades of experience supporting senior leaders across Asia-Pacific.

After beginning his career in investment banking, he joined Templar in 2001 and has since coached executives across levels in the region. His work spans investment banking, global markets, wealth and asset management, and private equity.

Niels is a Level 2 International Coaching Federation (ICF) Corporate Executive Coach. He studied Law at the University of Nottingham and is a graduate of the Royal Military Academy Sandhurst.

# David Morgan, Hong Kong

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David coaches at all levels for a broad range of financial institutions. He has a deep knowledge of Asian financial markets and a broad understanding of the cultural diversity in Asia.

David has a Master of Counselling and a Bachelor of Arts degree from Monash University, a Kaplan Post Graduate Diploma in Financial Planning and Applied Finance. David is also an International Coaching Federation (ICF) certified executive coach and is qualified in DiSC, MBTI and Hogan psychometric assessments.

Over his 22-year career in investment banking, David specialized in institutional equity research sales, equity research product management and institutional account management. David worked at a number of leading international and Asian banks, including Baring Securities, Bank of America Merrill Lynch and Nomura International.

# Samantha Yang, Hong Kong

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Sam is especially passionate about supporting women professionals to expand their leadership impact and advancing their careers.

Sam is an Accredited Organizational Coach (IECL level 2), facilitator and trainer. She provides a comfortable yet challenging space for her clients and support them to overcome challenges, break down barriers, and empower them to understand and leverage their strengths.

She coaches executives, managers and individual contributors who are seeking to excel in their leadership or career and have the impact they want. Her clients include top tier financial institutions in banking, asset management and private equity firms.

Sam holds an MBA from New York University, Stern School of Business. She grew up in Beijing and speaks fluent Putonghua and English. Prior to joining Templar, Sam was an Executive Director at Goldman Sachs focusing on proprietary M&A and business development. She worked closely with the Asia executive and senior management teams in her capacity as the Business Unit Manager of eight divisions in Asia. She is a Director of Templar Advisors (Asia) Limited.

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