

Tim Arnill

Executive Coach



VERITY
CONNECT ALIGN INSPIRE

Professional History

Tim is an experienced consultant with over 19 years in the industry. With a proven executive management track record, Tim has successfully led all aspects of Verity's business since 2002.

In addition to leading Verity's business, Tim also provides executive coaching to our most senior executive-level clients, including leadership development and management strategy solutions, helping them successfully navigate through personal and organizational change.

Tim began his career at General Electric (GE) Canada and over the years held progressively senior executive roles within organizations such as Weston Bakeries Limited, Bell Canada, and Dell Computer Corporation, Canada.

Tim has been successful in cultivating a strong business orientation, developing proven strategic planning expertise necessary to create and implement results-oriented strategies, and leading transformational organizational change initiatives.

Education & Experience

Tim earned a Bachelor of Arts and a Master of Industrial Relations degree from the University of Toronto. Active in industry associations, Tim currently co-facilitates an executive networking and development group and is a mentor in the University of Toronto's Master of Industrial Relations program.

Coaching Approach

Verity specializes in leadership development coaching, applying an approach that identifies and builds upon people's strengths, rather than concentrating on "fixing weaknesses". We focus on the key leadership competencies and performance necessary for success within the organizational context. It is our belief that executives are often best coached by those with relevant executive experience, in addition to professional training in executive coaching techniques.

Our coaching approach is based on personal and collective (organizational) aspirations, goals and performance measures, where the coachee is responsible for his/her own learning and the coach is a resource and advisor.



Level / Function Expertise

Executives
C-Suite

Coaching Focus

Onboard new executives
High potential resources
Recently promoted executives
Developmental Coaching
Transition Coaching
Leadership effectiveness
Influence and power
Motivating people and self
Coaching direct reports
Managing teams
Relationship management
Leading across cultures
Career Management

Industry & Sector Knowledge

Broader Public Sector (incl. Power & Utilities)
Business Services
Financial Services
Manufacturing
Pharma
Power & Utilities
Professional Services
Retail & Consumer Products
Technology
Telecommunications