



The—Alliance

Tazim Essani

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‘Once you truly understand a problem you can almost always solve it.’

Tazim’s great strength is her natural ability to block out the noise and identify the ‘critical few’ things that will really make a difference. Her coaching enables clients to focus on identifying those key decisions to overcome significant challenges and deliver real progress. Tazim works with clients across financial and professional services on a wide range of career-defining challenges at board and executive level. She also has experience working with individuals returning from parental leave and making the transition from full-time executive to a plural career.

Tazim brings to her coaching 30 years of executive experience across strategy, M&A and business/digital transformation, including Group ExCo and Non-executive Director roles for FTSE250 businesses. As a woman of colour, Tazim is passionate about using coaching to drive inclusive leadership and support diverse talent.

When not coaching and parenting a teenager, Tazim is a keen swimmer, gardener and cook, and volunteers at a local charity for the elderly.

Tazim’s story

‘In many respects I have had a successful career achieving seniority and influence in the competitive, male-dominated financial services sector.

However, this perceived professional success was only achieved through significant personal adaptation as I juggled my career, being a wife, mother and daughter dealing with various challenges and disappointments. I muted certain aspects of difference and adjusted to fit in. I coped by building a tough outer shell and not allowing people to know the real me. At 50 a variety of circumstances forced me to take a step back and I finally realised that I have choices and my life did not need to be like this – I could choose to do things differently. I have rebalanced my life and am now experiencing the joy of ‘playing as myself’. A successful career does not have to involve deep personal sacrifice and my coaching is about helping you achieve success on your terms.’

I know this by heart

‘Life is about making the choices that matter to you and then making peace with the consequences.’

What Tazim’s clients say

Support through transition

‘Working with Tazim has had a phenomenal impact on my new role in the last six months. Tazim has given me the tools and perspective to really reflect on myself. I have achieved a sense of maturity and ability to better understand myself, my skillset and what I can achieve. The combination of Tazim's corporate and board experience in the City combined with her coaching skillset provides me with a hugely valuable resource to guide my personal and professional growth.’

Senior Executive, Global Investment Bank

Listening and reflecting

‘Tazim has really helped me with my confidence and belief in myself. I felt I was able to be open and honest with her and we had a huge amount of trust in our partnership. Tazim has a very calm, inquisitive composure and listened to me. She always repeated back the key discussion points, or actions, and helped me solve my own questions! All the qualities of a great coach.’

Senior Operations Leader, Large UK Not-for Profit

Tazim’s credentials

- BA Hons in Economics & Law, University of Durham
- MBA, INSEAD with distinction
- Meyler Campbell Business Coach accredited by WABC, EMCC, AC
- Accredited Practitioner EMCC
- Hogan Assessment Systems Accredited
- Continuing professional development programmes, including coaching supervision
- Co-authored the HBR article [‘Questions Every Board Member Should be Asking’](#)