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**EXECUTIVE PROFILE**


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## Shuntian Yao

FELLOW

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“I and my team are very grateful to Shuntian’s help and support. Through her, we feel the positive energy of gratitude, respect and love flowing in the team. Through organisational sculpting, we all see more clearly the current team dynamics and the future we all hope to develop. She also accompany us to grow, as if she is already part of our team. I wish that she will bring these to more teams in the future, and accompany them for growth and attainments!”

**Xu Qiu**

Managing Director  
Beijing Millenium Vision Technologies

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“Ms Yao introduced self-awareness and leadership courses from a psychological point of view for Bayer Healthcare, China. During all the uncertainty of external environment and the ambiguity of self awareness, her courses and instructions helped people to have their own self-recognition and self-motivation, to awaken their internal energy, and initiated their awareness and recognition of human aspect of self and team.”

**Baili Wu**

Head of Leadership Academy  
Bayer, China

Shuntian Yao is a Fellow of Oxford Leadership. Shuntian is Client-Focused and has broad experience in Organisational Development, Leadership Development, Conflict Resolution, Executive Coaching and Group Coaching. Shuntian is based in China.

Shuntian Yao brings over 20 years’ experience to Oxford Leadership in Developing and Coaching Individuals, Executives and Teams on Self-Management, Attitude and Outlook for Clients including Infiniti, Bayer Healthcare, Ericsson China and Schneider.

Shuntian is sharp in showing the blockages of organisational dynamics. She has helped Telefónica and China Unicom teams in achieving Self Managing Leadership. The value Shuntian brings to clients of Oxford Leadership includes enabling individuals and teams to achieve greater harmony and energy, in order to obtain external success in personal and organisational goals. For example, Shuntian Yao consulted on Organisational Leadership for China Telecoms in the Culture Change Process ongoing amongst Core Management Teams.

Ms Yao has a MS from Harvard University and a BS from Beijing University. Before she became a Professional Trainer and Coach, she acted as Training Consultant for foreign enterprises and HR director for sino-UK joint adventure in Media. She is a Certified NLP Practitioner by Hong Kong Professional Effective Management Institute, trained in NLP Fast Psycho-Therapy and Organisational Constellation. Shuntian is trained in “Transformational Leadership – Advanced Executive Coaching” from the Satir Institute of the Pacific, also trained in “The Satir Professional Family Therapy Techniques” from the Satir Learning and Development Center in China. She is also a Certified Trainer and Coach for the 4D System Individual and Team Development process.



Her clients include Hewlett-Packard, Bayer Healthcare, Ericsson China, Bank of China, Sino Steel, Thomson, Schneider, Servier, Infiniti, Novo Nordisk, GHD, China Unicom, Times Group, Wuhan China National Light Industrial Machinery, ZTE Holdings, Beijing Venustech, MVT, Hejun Business School, ZhongGuanCun IT Association, Chinese Medical Doctor Association, International Education Foundation.

**Shuntian works in English and Mandarin.**