

Valerie Villiger McNeill

Associate Consultant / Arthur Quinn Ltd



As founder of Villiger-McNeill Consulting, I work with leaders, teams and organisations as an Organisational Development Consultant, Change Agent and Coach. Using a systems coaching approach I support clients to explore new perspectives, new ways of thinking, and new possibilities for action and from there the potential for new results. I bring passion, energy and commitment to my work, developing leadership and organisational potential that fosters innovative, engaged and collaborative environments.

It is important to me to deliver results that add value and make a difference to both the people and the business. This desire has fuelled my personal, professional and educational development over the last 30 years in leadership and organisational development. As a creative and systemic thinker, I have a talent for developing innovative concepts and successfully translating them into pragmatic, integrated and sustainable solutions that fit business needs.

I have extensive experience in developing, facilitating and implementing organisational development and change processes. These include organisational culture change and alignment, team facilitation and coaching, leadership development and coaching, talent management, and change projects. Having worked globally across cultures and complex matrix business environments, as a consultant, change agent and people manager, I bring strong interpersonal, cross-cultural and relationship building skills to my work. This enables me to establish trust and form collaborative long-term partnerships with my clients and key stakeholders.

Originally from Canada, I now live in Switzerland. Before establishing myself as a consultant I worked in Senior Global HR roles with Roche Pharmaceutical for nine years. Partnering with Senior Line Managers and HR across cultures and regions, I developed, facilitated and implemented Global HR and Change processes. In Canada I worked as an Organisational Development Consultant and in Cross Culture Communication and Business. I had the privilege to facilitate groups, train and coach professionals from all over the world, spanning many industries including pharmaceuticals, technology, telecommunications, engineering and retail manufacturing.

I have a degree in Social Science and have completed post-graduate studies in Human Resource Management, Adult Education and Organisational Development. I am a certified systems coach and continue to enjoy learning, developing myself and exploring ways to express my creativity.

Additional Professional Development

- Certified in Cultural Transformation Tools, Barrett Value Centre
- Certified in Organisational and Relationship Systems Coaching, CRR, (ICF accredited)
- Professional Coaching Diploma (ICF accredited), Newfield Network
- Change Management Certification, Prosi
- Coaching for Systemic Change, NowWhere Group
- Certified Practitioner, Neuro Linguistic Programming (NLP) techniques, NLP Academy, UK
- Certified for DISC personality profile
- Certified in Leadership Circle and CLC - 360 feedback tools
- “Where Talent Thrives” - A Framework for Talent Management
- Strategic Alignment of Training and Development, MCE
- International Business Manager, Columbia University
- Designing Enterprise Leadership Systems, ICE