



# Dr. Tom Dreyer

Leadership Coach | Author | CEO | Thought Leader |  
Program Director | Executive Advisor

With over **20 years** of diverse experience and 800+ leadership coaching hours, Tom has received numerous accolades from renowned executives as a key ingredient to their leadership impact. Tom specializes in turning organizational challenges to growth opportunities in multicultural environments as he worked and coached across continents in various industries including **Oil & Gas, Education, Construction, Retail, Hospitality, Banking and Aviation.**

His **adaptive style, innovative approach** spiced with a pinch of humor takes his clients on a unique development journey, equipping them with the **mindset, tools and motivation** to sustain the advances they strive for in their career and personal lives. Dr. Tom combines **psychology and adult learning theory** to empower executives to unleash their **full potential.**

## Professional Journey

Tom's career began in **South Africa**, transitioned to the **United Kingdom** and he currently serves in the **United Arab Emirates**. He had a progressive career with early titles such as Operator, Engineering Lead, Principal of Learning, Leadership Senior Specialist, Vice President, Executive Director and CEO which makes him very relatable to different levels in an organization. As the architect of **ADNOC's Development Center of Excellence**, he established a robust coaching culture across 15 group companies and accredited 76 ICF coaches. Tom actively serves as a guest lecturer and advisory board member of the **Central University of Technology.**

He led the design, development and delivery of multiple programs with prestigious institutions such as **Harvard, London Business School, Oxford and Franklin Covey** which caters for **4000+ leaders** across **119 nationalities**. Tom further serves as the 'Leading for Legacy' Program Director, which won the 2023 **CIPD Middle East award** for **best Learning & Development program.**

## Author

Dr. Tom's book **"10 Golden Stars to Leadership Excellence"** provides strategies to transform global leadership pitfalls into **opportunities** for tangible **results**. It offers a unique blend of **insights, practical tools, new neuroscientific models, and real-world success stories**, designed to empower leaders at all levels. Celebrated globally for its **practical approach**, the book has garnered endorsements from **CEOs, best-selling authors, and renowned professors**. Tom has also published a couple of coaching and mentoring articles based on his academic research.

## Coaching Approach

Tom believes in a **solution orientated**, holistic, personalized methodology that blends strategic insight with practical application. His sessions are tailored to foster **self-awareness**, enhance **emotional intelligence** while developing **strategic and commercial acumen**. A passionate advocate for continuous improvement, he commits to inspire leaders to **lead with purpose, learn with passion, and shape a legacy**. Dr. Tom leverages a blend of evidence-based **neuroscientific** techniques and **practical tools**, creating a supportive yet challenging environment that **fosters growth**, elevates leadership capabilities, and drives sustainable change.

*A bird sitting on a tree is never afraid of the branch breaking,  
because its trust is not on the branch, but on its own wings.  
Always believe in yourself.*

## Education

- **Doctorate** – Talent Development
- **MSc** – Human Resource Management
- **BTech** – Engineering Science

## Certifications

- **ICF ACC** Accreditation
- Neuro-Leadership **Coaching Certification**
- **BPS** Level A & B **Psychometrics** Qualified
- **Franklin Covey** Leadership Facilitator
- **Assessor & Verifier** with SAQA, NQF & AEL
- **University Moderator**
- **Saville Wave Accreditation**
- **NEBOSH** IGC
- **N3 Chemical** Engineering Science

## Areas of Expertise

- **Executive** Coaching
- **CEO** Advisor
- **Mid & Senior Leadership** Coaching
- **High-Potential** Development
- **Change Management**
- **Succession Planning**
- **Leadership Development:** *Program design, development, facilitation and directing.*

## International Awards

**2023 CIPD Middle East Award**  
Best Learning & Development Program

**2021 PRISM Award**  
Shaping a Coaching Culture

**2019 Vice Chancellor's Award**  
Impact on Management Sciences

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