

IAN WATSON

EMERGING COACH



NAME

Ian Watson

BOOKING INFO

(855) 818-0600 ext: 101
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LANGUAGES

English

ONLINE PRESENCE



<https://www.linkedin.com/in/ian-watson-a36a5321/>



<https://padraig.ca/team/ian-watson>

EDUCATION



Graduate Diploma in Executive Coaching

Royal Roads
University, Victoria, BC



Bachelor of Science in Geology & Geophysics

University of Calgary,
Calgary, AB



Master of Science in Geological Engineering

Queen's University,
Kingston, ON

COACHING STYLE

Ian brings an impactful, caring approach to executive and leadership coaching, grounded in nearly three decades of leadership experience in complex, technically demanding organizations. He partners with leaders seeking value-based solutions, creating space for honest reflection, clarity, and purposeful action.

His coaching combines deep listening with thoughtful challenge, shaped by his work leading culture transformation, multi-disciplinary teams, and strategic planning across global operations. Ian creates a vibrant, high-trust environment where leaders can strengthen self-awareness, confidence, and the ability to navigate change with intention and integrity.

CAREER EXPERIENCE

Associate | Padraig Inc

Ian has been part of Padraig's *Emerging Coaches for Emerging Leaders* program since 2026.

Career Experience Prior to Coaching

Before becoming an executive coach, Ian built a nearly three-decade career with Imperial Oil Resources / ExxonMobil across Calgary, St. John's, Houston, and Bengaluru. As Culture Transformation Manager, he led Imperial Upstream's culture transformation as part of the Leadership Team — training leaders in a new culture framework, driving initiatives to improve employee experiences, and supporting staff through Covid and organizational change while delivering business improvements.

Earlier, as a leader and supervisor, Ian managed multi-disciplinary teams of 10-15 geoscientists, technicians, and administrative staff — overseeing safety, career development, coaching, performance feedback, compensation, and team building. As a strategic and company planner, he led budgeting and portfolio planning across complex global operations. As a geoscientist and advisor, he integrated geophysics and geology across Alberta oil sands, offshore Newfoundland, BC shale gas, the NWT Mackenzie Delta, and US Gulf Coast carbon storage.

Ian brings real-world executive credibility and a deep understanding of the pressures leaders face in complex, technical, and people-intensive environments — experience that directly informs his coaching work today.