

Barbara Gilleran

(She/Her)

Contact

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LinkedIn Profile

Education/Training

- **Post Grad in Workplace Wellness** Trinity College Dublin (2025 Expected)
- **Post Grad in Innovation, Creativity & Innovation** UCD Innovation Academy (2022)
- **MBA** Smurfit Business School (2016)
- **BA in Human Resources** National College of Ireland (2011)
- **ICF Accredited Level 2 Diploma in Integrative Coaching** (2024)
- **Insights Discovery Practitioner** (2021)
- **Leadership Circle Practitioner** (2019)

Key Skills

Organisational Culture
Leadership Development
Internal Communication
Facilitation and Coaching
Change Management

About Me

I'm passionate about shaping human-centric workplaces, fostering cultures of collaboration, and guiding leaders to become authentic and impactful. With over a decade of experience in leadership development, organisational culture transformation and internal communication strategies, I specialise in aligning people, purpose, and performance to drive meaningful change

Experience

2020 –2024

Global Director Learning & Development | Coupa Software

- Designed and led Leadership Development and Manager Onboarding programmes, cultivating a culture of growth and connection across global teams.
- Developed the Aspiring Managers, supporting emerging leaders to hone their people-centric leadership skills.
- Introduced a globally consistent onboarding, enhancing employee engagement, alignment with company values and reducing ramp time.
- Provided 1:1 executive coaching for senior leaders, helping foster psychologically safe environments and lead with empathy.
- Partnered with cross-functional teams to launch Coupa's intranet, reducing email volume by 2 million in six months and improving internal communication effectiveness.

2016 –2020

Head of Learning & Development | Quantcast

- Designed and led a Leadership Academy for 180 managers, driving engagement, retention, and leadership effectiveness, achieving a 100 NPS.
- Delivered coaching to leaders to enhance people management skills and foster a strong feedback culture.

- Led employee onboarding redesign to strengthen cultural immersion and alignment with company purpose from day one.
- Established globally consistent training on inclusive interviewing and leadership practices.
- Recognised for cultural impact through multiple 'Golden Hammer' Award nominations and eventual win.

2011-2016

Various Roles | LinkedIn

- Led EMEA Employee Experience, implementing culture-building initiatives across 11 offices to drive engagement and belonging.
- Spearheaded culture and values alignment efforts during LinkedIn's rapid expansion, ensuring a consistent and inspiring employee experience.
- Recruited for high-stakes leadership roles, aligning talent acquisition with company culture and long-term vision.

Volunteering / Thought Leadership

- **Director of Learning & Development** – International Coaching Federation (ICF) Ireland
- **Mentor & Coach** – The Mentoring Club
- **Volunteer Coach** – Regional Leaders Programme

Why Me for Inspiring Change?

I have a deep passion for helping organisations evolve their cultures, strengthening connections and fostering a human-first approach to workplace transformation. My track record in designing impactful employee and leadership programmes, coaching executives and aligning values with business strategy makes me an ideal fit for Inspiring Change. I believe in the power of storytelling, emotional intelligence, and purpose-driven leadership to create workplaces where people thrive.