

RICHARD AYLING

FACILITATOR,
TRAINER & COACH

CONTACT

[Re-align website](#)

[LinkedIn: Richard Ayling](#)

[Key2Advance profile](#)

EDUCATION

Higher National Diploma

2000 - 2002 | University of Portsmouth

Sociology & Media

1998 - 1999 | Southdowns College

Communication, Law, & English Lit/Lang

1996 - 1998 | HSDC Havant & South Downs

CERTIFICATIONS

- **Belbin Team Roles Accredited Practitioner**
- **Executive FiRE Index Certified Practitioner & Accredited Trainer in Resilience**
- **Kumquat Facilitation Training (2025)**
- **Certified Coach & Associate, Self-Worth Academy**
- **CELTA certification in language and communication training, Cambridge**
- **Level 1 Authentic Relating Trainer, ART International**

ABOUT RICH

Richard Ayling is an experienced trainer, facilitator and coach specialising in leadership communication, team dynamics, and resilience. As a former company founder, he brings a practical understanding of organisational realities and works with leaders and teams to improve collaboration, decision-making, and performance in fast-changing environments.

With nearly two decades of experience, Richard has partnered with organisations across Europe, Asia, and Australia to navigate cultural complexity, hybrid collaboration, and the demands of modern work. Accredited in Belbin™ Team Roles and certified in the Executive FiRE Resilience Model, his work is grounded in behavioural science and focused on building the clarity, trust, and cohesion that enable sustainable high performance.

PORTFOLIO

Leadership Coaching

Training

Facilitation

Team Performance

Emotional and Relational Intelligence

Resilience and Wellbeing

Q&A

1) How did you get involved in key2advance?

I reached out through Johannes, who I'd met through a good friend. He introduced me to Mona, and immediately I knew I'd connected with someone who actually cares about people - my kind of organisation!

2) What experience do you bring to the community?

I've been coaching and facilitating for over 15 years, supporting leaders at all levels to navigate challenges and grow into their potential. My experience spans industries and cultures, and I love bringing those insights to the Key2Advance community to help create meaningful leadership and healthier workplace environments.

3) What value does coaching and training bring to your clients?

My coaching and training creates a space for clients to go below the surface and explore what truly drives them and their teams. It's about humanising work environments, building trust, and helping people connect more deeply with themselves and others. The result is not just better performance but more fulfilling and balanced lives.

4) How do you work with your clients to ensure the perfect session?

I start by really listening to understand their needs and what's beneath the surface of their challenges. From there, I create a safe space for open dialogue and reflection, blending this with practical tools and strategies. It's about meeting them where they are and co-creating sessions that leave them feeling empowered and ready to take meaningful action.

5) What's your favourite part of being part of the key2advance community?

I love being part of a group of passionate, like-minded people who genuinely care about making a difference. It's inspiring to collaborate with others who share the vision of creating healthier, more human work environments while learning and growing together along the way.