



Andrew Shaffer

M S C , M C C , A C T C

Andrew Shaffer, MSc, MCC, ACTC is an executive and team coach based in Tokyo, Founder of HummingByrd Inc., and Co-Founder of InnerCulture Inc. He is an ICF Master Certified Coach (MCC), Advanced Certified Team Coach, Mentor Coach, and Coach Supervisor with 30-plus years of global experience. Andrew partners with senior executives, emerging leaders, and international teams to lead across cultures, build inclusive, high-performing organizations, and navigate complexity — with a consistent focus on measurable outcomes and lasting impact.

Qualifications

**Master Certified Coach (MCC),
International Coach Federation (ICF)**

**Advanced Certification in Team
Coaching (ACTC), International Coach
Federation (ICF)**

**Certified Mentor Coach (CMC) &
Certified Coach Supervisor**

**Marshall Goldsmith Stakeholder
Centered Coaching Certified**

**DISC, Hogan & Harrison Assessment
Certified**

**Saville WAVE & Team Management
Systems (TMS) Certified**

Representative Clients

- CEO, Financial Services / Consulting
- CEO, Banking / Financial Services
- Heads of HR / Pharma, Beverage & Fashion
- CFO, Pharmaceutical, Cosmetics
- Country Medical Director, Pharmaceutical
- CSO / Head of Sales & Marketing, Pharma
- Head of Global / Japan, Financial Services
- Head of Medical Affairs, Pharma
- CDO / Chief Digital Officer, Cosmetics
- Country Manager, Info Tech. / Software
- Head of Marketing, News Media
- Country Director, Insurance

Contact



+81-80-3027-2064



andrew.shaffer@hummingbyrdinc.com



andrew.shaffer@inner-culture.com



[https://www.linkedin.com/in/
andrewshaffer/](https://www.linkedin.com/in/andrewshaffer/)



<https://hummingbyrdinc.com/>

Sample Focus Areas

- Complexity Fitness & Resilience
- Managing Transitions & Change Mgt.
- Leveraging Company Politics
- Executive Presence & Leadership Agility
- Leading Across Cultures
- Executive Presence & Perception Mgt.
- Mindset & Behavior Change