Executive Coaching Register
Foreword

Executive Coaching

Coaching is one of the key approaches through which leadership within organisations can be developed. Coaching is a method of developing an individual's capabilities in order to facilitate the achievement of organisational success.

This one to one focused and bespoke relationship is often perceived as the single most effective development intervention that a senior leader in the NHS can access. Benefits include increased self-awareness, motivation and enthusiasm, better work prioritisation, improved confidence and better time management.

Sometimes it is even possible to link such personal and behavioural benefits directly to specific advantages for the organisation, whether it is increasing revenue, reducing costs, hitting targets or achieving the business plan.

The NHS Leadership Academy Executive Coaching Register

Following the inception of the NHS Leadership Academy, we wished to establish a quality assured register of Executive Coaches within the NHS. The register will supersede the previous one, which was administered and run by the NHS Institute of Innovation and Improvement, and aims to support the future work of the Academy.

It is anticipated that the register will support national leadership priorities and national senior leadership development programmes, for example: NHS Top Leaders, Leadership for Equality, and Clinical Commissioning Group (CCG) Leadership.

The Purpose of the Register

The register aims to:

- Support leaders in Clinical Commissioning Groups as they begin to make sense of their roles and the possible conflicting expectations of the various stakeholder groups, as part of the Top Leaders programme
- Enable and sustain transformative leadership, which will steer individuals and teams through unprecedented change and uncertainty, whilst managing significant personal uncertainty
- Support an individual's effective transition into a new role, specifically Chairs, Chief Executives, Executive Directors and other members of NHS Boards
- Support individual leaders to consider their unique leadership style and approach and to enable their authenticity in the workplace
The Purpose of the Register Continued

The register will also:

- Complement the Top Leaders Programme and other Senior Leader learning interventions by facilitating further reflection on feedback from a bespoke 360 assessment tool and other learning inputs to ensure effective integration into day-to-day leadership
- Support learning initiatives aimed at accelerating the advancement of underrepresented groups such as Black and Minority Ethnic (BME) managers and clinicians into senior level roles, by working with a variety of presenting issues such as confidence and self-belief

The register requires coaches to demonstrate exceptional qualities that align with the Leadership Academy’s philosophy and the wider NHS values.

Our aspiration was to select 50 one-to-one coaches who would meet this high standard.

The Selection Process

This was the third time that a selection process of this kind has been undertaken; the first two processes were overseen by the NHS Institute, with this process being led by the NHS Leadership Academy.

Our experience has shown that investment in a rigorous selection process which explores “best fit” with our philosophy of, and requirement for, coaching, reaps positive returns. After successfully winning the tender, iCoach were asked to lead the selection process.

The selection process included:

- Initial Application and Longlist
- Telephone Interviews
- Shortlist
- Development Centre (including conducting a 1 hour coaching session, a matching conversation, and a group discussion)

71 individuals attended the development centre and 40 coaches were selected for the register. These 40 coaches attended an induction event on the 31st October and 1st November 2013 in Leeds, and Regional Coaching Leads were also invited to attend.

The NHS Academy will work with CoachNet to monitor and evaluate all our coaching activity.

Yvonne Coghill
Senior Programme Lead for Coaching
NHS Leadership Academy
Guidance on Selecting a Coach

For all individuals who have been offered coaching as part of the Leadership Academy’s specific programmes, please review the following guidance.

Questions to ask yourself before selecting a coach:

- Have you had any previous experience of coaching? If so, what did you find helpful / less helpful? How will this inform what you are looking for in this coach?
- What will be the focus for this coaching / what are the key areas you are looking to work on?
- Do you have a preference to work with a coach who has a lot of experience in the NHS?
- Do you have a gender preference?
- Do you have local space available to meet with the coach?

Read through the coach profiles and select two coaches based within your region.

Undertake a discussion with both coaches, seeking agreement as to whether it is suitable for a coaching relationship to go ahead.

Note
It may be helpful to clarify the difference between coaching and mentoring during initial discussions with the coaches.

Coaching: A structured intervention, usually with a set duration, using a non-directive approach to help individuals to solve their own problems and unlock their potential. The coach does not usually need to have direct experience of their client’s formal occupational role.

Mentoring: An informal and often long term relationship with an ‘older and wiser’ colleague which allows the mentee to draw on the mentor’s experience as a key part of the process.

If you are more interested in finding a mentor then we would direct you to your Chief Executive, Chair or Line Manager as appropriate, to discuss this further.

Contact the NHS Leadership Academy to confirm your selected coach. You will then be provided with the necessary information to begin your coaching relationship.

Coaching is a valuable resource, it is therefore important to discuss your expectations with the coach at your first session, and make a commitment to undertake your sessions as planned.

As part of the coaching offer, you will also be expected to undertake evaluation in three stages – before your coaching begins, immediately after all sessions are complete, and again 3 to 6 months later, to assess the impact of the coaching. This will take the form of a short online survey.

Access to Academy funded coaching must be agreed individually with the relevant Programme Lead or the Academy’s Head of Practice. If you are unclear whether you are eligible for funded coaching sessions, please contact us using the details below.

Contacts

In the first instance, the key point of contact for all queries relating to the coaching register is Padma Dinesh. Please also contact Padma to confirm your selected coach:

Email: Padma_Dinesh@leadershipacademy.nhs.uk
Telephone: 0113 322 5662
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**Coaching Background, Experience and Style**

Draws on my professional training and extensive experience coaching senior leaders/consultants in the NHS and other large organisations (for example on leadership, strategy, transformational change). Coaching is tailored to the individual’s needs, and:

- is challenging, insightful and motivating
- is pragmatic and results oriented
- impacts the wider team and organisation’s success

**My approach works well for those who prefer to…**

- explore new perspectives of thinking and understanding
- focus on practical issues
- make a difference to others / the organisation

**My approach works less well for those who…**

- are not engaged in the process
- are not willing to embrace change
- want a more theoretical approach

**Example outcomes reported by coaching clients**

- More insight and confidence handling complex issues
- Increased levels of influence and leadership impact
- More confidence and ability to lead peer colleagues
- Increased leadership effectiveness and strategic contribution

**Client List**

- The NHS – (including CCGs, Foundation Trusts, Community Healthcare Trusts)
- Rolls-Royce Group plc
- Siemens Energy UK
- General Electric
- Capgemini UK
- Local Government
- Education Sector

**Work History**

- Company Director – Consultancy
- Director of Organisation Development, Rolls-Royce
- Non-Executive Board Member, LSC
- Senior Leadership HR/OD roles—Siemens, NHS Teaching Trust, Health Authority
- Universities – Chartered Psychologist

**Qualifications and Relevant Accreditation**

- MA Hons, MSc., CPsychol BPsS
- FCIPD, MBA
- APECS Accredited Executive Coach Supervisor
- Psychometric Testing (MBTI etc)

**Testimonials**

Vicki understands the complex situations I am addressing and has helped me develop practical and appropriate tactics to deploy which have been very effective. I find her coaching invaluable.

CEO, NHS Foundation Trust

Vicki’s insight into the NHS and board leadership is spot on. Her coaching helped develop my strategic thinking and approach to influencing clinical leaders.

Chief Operating Officer, NHS Foundation Trust

Vicki is an excellent sounding board and confidant. Her coaching enabled me to crystallise my thinking on difficult issues and to identify strategies for change.

CEO in FTSE 100 Company
Coach | Janet Baptiste-Grant
---|---
Telephone | 07799 647 461
E-mail | janbaptistegrant@aol.com
Based In | South Central
Works In | London, South Central, South West, South East England, West Midlands, East Midlands

Coaching Background, Experience and Style
I coach with a strong belief to enable clients to “Be the best they can be.” Introducing harmony into the relationship, my coaching style is a blend of theory and practice. Specialising in the development of NHS senior managers, doctors, senior managers in government offices, higher education and the third sector, my facilitative coaching style is a fusion of skilled listening, supportive challenge and exploration.

My approach works well for those who are…
…prepared to reflect on their practice and the impact of their emotions on their behaviour. Clients who are receptive to reflection, supportive challenge and prepared to change.

My approach works less well for those who…
…are unprepared to reflect on their emotions or consider the impact of their behaviours on the wider organisation. Those unprepared to work in between sessions.

Example outcomes reported by coaching clients
- Promotion e.g. Medical Consultant, Director positions
- Improved results and facilitative management of teams through complex NHS changes
- Influencing the strategic direction of their organisation
- Greater self-awareness and demonstrable self-confidence

Client List
- General Practices – NHS South
- Ealing Hospital NHS Trust
- Heatherwood and Wexham Park Hospitals NHS Trust
- London Deanery
- Department of Environment, Food and Rural Affairs (DEFRA)
- NHS London
- Public Health England

Work History
Experienced senior manager who has transcended the glass ceiling to become one of a handful of black women to hold senior board or sub board positions in Primary Care, Secondary Care, Strategic Health Authority and the Department of Health. In excess of 5 year’s coaching experience with clinicians, executives and senior sub board senior managers.

Qualifications and Relevant Accreditation
- MSc in Executive Coaching (Ashridge)
- EMCC accredited coach
- Currently studying for a Diploma in Coaching Supervision at Ashridge Business School

Testimonials
We have covered some difficult areas in my career and personal life... I feel better able to look at challenges facing me now at a time of great organisational change and make better decisions about how I will face them. I thank Jan for her skill and support in teasing this out for me.

Dr Keith Ollerhead, GP

Jan is a talented executive coach with a supportive warm approach. Her talents lie in her vast life and NHS experience and this brings a fluid ability to challenge and explore deep drivers. This has led to some extremely useful and occasionally surprising conclusions. She has helped discover clearer goals, a greater sense of the value of my skill set and confidence in my leadership skills. I recommend her highly.

Dr Karen Edwards, Emergency Department Consultant

I was fortunate to benefit from Jan’s coaching in the Autumn of 2012. Her style is impressive: she is engaging and insightful. She brings buckets of warmth to the relationship, which encourages trust and respect. Her observations and advice were extremely relevant to my own issues and challenges.

Jeremy Glyde, Safe and Sustainable Programme Director, NHS London
Coach | Philip Bardzil
---|---
Telephone | 07739 984 786
E-mail | phil@psychologica.co.uk
Based In | North West
Works In | London, North West, Yorkshire and Humber, West Midlands

### Coaching Background, Experience and Style

Public Sector (mostly NHS), Private Sector and Voluntary (NFP), at senior management and Board levels (executive coaching) and private clients at all levels (career coaching). Adapt style to client needs, using GROW, OSCAR, Cognitive Behavioural Coaching, Transactional Analysis. Adopt an overall holistic approach – incorporating strategic, interpersonal, and operational aspects, and helping clients to understand the influences of their leadership style on broader climate, performance and, ultimately, patient experiences.

**My approach works well for those who prefer…**

…to build adult rapport, meet challenge and change with positivity and align values with service user needs.

**My approach works less well for those who…**

…see coaching as a means of enhancing personal success, rather than effectiveness in the role, and do not really want to lever positive change in their organisations.

### Example outcomes reported by coaching clients

- ‘Phil very rapidly assessed and identified my needs and helped develop a plan to support me to move forward. He was objective, patient and empathetic, provided good advice interjected with theory where appropriate, was empowering and encouraging. He helped me to separate out personal from professional issues in order to understand how my personal strengths and weaknesses can get caught up in organisational processes and to regain my confidence in my abilities/potential contribution.’
  - Kate Phips. Director of Operations. Birmingham and Solihull Mental Health Trust
- ‘More business oriented; increased confidence in my own ability; more effective leader; taking a more considered approach in my decision-making.’
  - Mark Bostock. Director of IT. University Hospital of North Staffs NHS Trust

### Client List

- Northwest Leadership Academy
- Northwest Learning and Education Training Board (LETB)
- Informatics Merseyside (NHS)
- Locala Community Partnership
- Ampersand Commerce Ltd
- Daniel Contractors Ltd
- Altitude PLC

### Work History

- Owner manager SME
- MD subsidiary of PLC
- Academia up to PhD
- Dir Research Centre at Manchester University
- Consultant Occupational Psychologist and Coach

### Qualifications and Relevant Accreditation

- BSc; MSc; Phd in Occ Psychology
- Member British Psychological Society
- Chartered Occupational Psychologist
- Member Association for Coaching
- Member Special Group Coaching BPS
- Registered Health Professions Council

### Testimonials

*Phil was an excellent listener and good at reflecting back my conclusions; our discussions were in depth and our conclusions were based on sound and tested theory and models; his calm and assured manner helped the process, as did his non-judgmental approach and his firm manner kept me from going off at tangents.

**Coaching Client**

*Having been a senior manager in both the private and public sector I can say that Phil’s style and his methodologies are well suited to meet the needs of NHS senior managers and I am happy to recommend him.

Avis Mulhearne, MD Advocacy Experience*
<table>
<thead>
<tr>
<th><strong>Coach</strong></th>
<th>Tom Battye</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Telephone</strong></td>
<td>07720 286 696</td>
</tr>
<tr>
<td><strong>E-mail</strong></td>
<td><a href="mailto:tom@tombattye.com">tom@tombattye.com</a></td>
</tr>
<tr>
<td><strong>Based In</strong></td>
<td>London</td>
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<tr>
<td><strong>Works In</strong></td>
<td>London, South East Coast, South Central, South West, East Midlands, West Midlands</td>
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</table>

**Coaching Background, Experience and Style**

A highly experienced executive and team coach, with a strong track record coaching in the NHS and private sector organisations. He is a perceptive person with exceptional listening and empathy skills. His coaching combines a high degree of organisational awareness with a pragmatic focus dedicated to bringing about change and action.

**My approach works well for those who prefer…**

- managing complex and challenging relationships
- developing authority, presence and impact
- improving self-awareness and personal coping strategies
- strategic thinking

**My approach works less well for those who…**

- need business advice or who have been put on a programme of ‘remedial coaching’.

**Example outcomes reported by coaching clients**

- Greater self-awareness
- Improved ability to focus
- Clarity regarding long-term professional goals
- Strategies to manage very challenging relationships
- More adept at emotional self-regulation
- Finding meaning and purpose in working life

**NHS Client Engagements**

1. Leadership coaching for consultant neo-natologist, John Radcliffe Hospital
2. Executive coaching for board, Barking Havering Redbridge Hospitals NHS Trust
3. Team coaching for Surrey and Sussex Healthcare NHS Trust
4. Working with partners in general practice to adopt a more commercial approach

**Private Sector Client Engagements**

5. Executive and team coaching for General Manager population at Siemens
6. Executive and team coaching for Executive Director population at UBS
7. Delivery of Strategic Leadership programme for country leads at Nissan

**Work History**

Worked in the field of personal and organisational development, specialising in leadership, for over 15 years. He draws inspiration from his background as a professional expedition leader.

**Qualifications and Relevant Accreditation**

- EMCC Senior Practitioner coach
- SDI
- Hogan
- Science of Happiness at work
- MBTI
- ECI 360
- Extraordinary Leader 360
- NLP Master Practitioner

**Testimonials**

Tom used a non-judgmental style of enquiry. He showed a genuine interest in what motivated me and I found our discussions flowed naturally.

**Director of Strategy, NHS Trust**

I felt I could be totally open and frank … we developed a good relationship based on mutual trust.

**Managing Director, Investment Bank**

We have used Tom as a team coach for a number of years. He has earned his place as a trusted advisor to my department.

**Director, Pharmaceutical Company**

Tom is highly skilled facilitator and coach…a superb role model for effective coaching practice, a gifted practitioner and an inspiration to work with.

**General Manager, California, Professional Services Firm**

There are so many coaches and supervisors on the market, but I can genuinely recommend Tom as one of the top professionals I have encountered in over twenty years in the business. Seriously talented.
<table>
<thead>
<tr>
<th>Coach</th>
<th>Jenny Bird</th>
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<tbody>
<tr>
<td>Telephone</td>
<td>01489 860 466, 07816 262 536</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:jenny@coachsupervisor.co.uk">jenny@coachsupervisor.co.uk</a></td>
</tr>
<tr>
<td>Based In</td>
<td>South Central</td>
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<tr>
<td>Works In</td>
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</table>

**Coaching Background, Experience and Style**

I am a direct, empowering coach with a rigorous and creative approach. I support my clients to analyse issues, understand realistic options, create effective solutions and take action. My coaching style is an energising mix of swift insight, rigorous challenge and constructive support.

**My approach works well for those who prefer…**

…to stand back from the pressures of the position, to think strategically and creatively, and to be supported towards new possibilities.

**My approach works less well for those who…**

…expect to be given advice or a quick fix.

**Example outcomes reported by coaching clients**

- Greater resourcefulness and resilience
- Creative problem solving leading to clear practical outcomes
- Increased confidence in myself and my skills
- Maximising impact in a fast changing environment
- Managing change and uncertainty

**Client List**

<table>
<thead>
<tr>
<th>NHS</th>
<th>Central Government departments</th>
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<tbody>
<tr>
<td>Senior leaders in Higher Education</td>
<td>RES</td>
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<tr>
<td>BBC</td>
<td>BNP Paribas</td>
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<tr>
<td>Zurich Insurance</td>
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</table>

**Work History**

Executive Coach and Coaching Supervisor since 2000

Previously, manager and practitioner in Adult and Community Education Teacher Trainer

Final role in the sector, Head of Community Education and Creative Arts

**Qualifications and Relevant Accreditation**

ICF MCC (22 in UK)

B.A. Hons Oxford

Certs: Psychology of Coaching; Coaching Supervision; Coaching; Counselling

Post Grad Management MCI

**Testimonials**

*Working with Jenny has been exceptionally rewarding. She has helped me to make sense of a rapidly changing, complex environment and to maximise my personal impact within it.*

**MD, CCG**

*Highly intelligent and articulate she is sensitive to both the individual and understanding of the system we work within.*

**NHS Trust Director**

*Good insight into NHS working without being bogged down in it. Highly technically competent in the art of coaching. Incisive challenging and supportive questioning.*

**NHS Director**

*She is an inspiration to the coaching profession and offers an inspiring mix of sensitivity, motivation, humour, wisdom and integrity to coaching.*

**Company Director**

*She’s experienced, insightful, skilled, and balances being hugely supportive with challenging me to grow and adapt.*

**Business Owner**

*Not only is she highly skilled in her role she is exceptionally perceptive, curious and out of the box. She asks the most exquisite coaching questions that, stretch, challenge and create insight in the same breath*
Coach | John Blakey
---|---
Telephone | 07810 851 968
E-mail | john@johnblakey.co.uk
Based In | West Midlands
Works In | London, South Central, East Midlands, West Midlands

Coaching Background, Experience and Style:
Over the past ten years, I have coached CEOs and MDs around the globe as well as Olympic athletes and their coaches. My style is captured in my book ‘Challenging Coaching’ with its emphasis on feedback, accountability, courageous goal-setting and systems thinking.

My approach works well for those who prefer:
...to be challenged
...to influence positively the wider politics of the NHS
...to set courageous goals
...to focus upon practical realities
...to be creative

My approach works less well for those who:
...need excessive emotional support
...are looking for ready-made detailed plans and solutions

Example outcomes reported by coaching clients:
- ‘A different perspective on business leadership’
- ‘Supporting me through critical transitions’
- ‘Keeping my personal integrity throughout turbulent organisational change’
- ‘In-depth insight into how my behaviours influence those around me’

Client List:
UK Sport
BBC
British Airways
Standard Chartered Bank
UNICEF
FSA
Kelloggs

Work History:
My last corporate role was International Managing Director at Logica, a FTSE100 IT services organisation. Prior to that I was Consulting Director of Team121 Ltd – a Fast Track 100 company.

Qualifications and Relevant Accreditation:
PCC – Professional Certified Coach with the International Coach Federation
MBA
MSc.
BSc.
Currently studying for part time doctorate in leadership

Testimonials:

**John has challenged me to set courageous goals and to pursue these with real determination. As a result, I am completing an ambitious strategic transformation of the business in Sweden.’**
*Daniel Gorosch, Managing Director, Jones Lang LaSalle, Sweden*

**John has built my confidence as a female leader operating in a male environment; building my strengths and delivering fantastic results whilst staying true to my personal values.**
*Ingrid Lorange, CEO, Global Shared Services, Telenor*

**John helped me grow into a CEO role in Logica. For me, it was important to learn how to navigate successfully through complex and cross-cultural political challenges.**
*Paul Schuyt, CEO, Levi9*

**John is great listener who really probes to ask the right questions, keeping me accountable and applying pressure where needed to very effectively add value through coaching.**
*David Stickland, CFO, VW Group*

**John’s business experience in the senior ranks establishes credibility quickly and allows him to address the really important stuff with precision and clarity.**
*Joe Hemming, COO, Atos UK*

**Working with John is not an easy option. It requires commitment and an ability to cope with uncomfortable truths. He is the most incisive, effective business coach I have met.**
*Andrew Gould, ex-CEO, Jones Lang LaSalle*
<table>
<thead>
<tr>
<th>Coach</th>
<th>Nicola Diane Bunting</th>
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<tbody>
<tr>
<td>Telephone</td>
<td>07966 150 146</td>
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<tr>
<td>E-mail</td>
<td><a href="mailto:nicola@la-vita-nuova.com">nicola@la-vita-nuova.com</a></td>
</tr>
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</tbody>
</table>

**Coaching Background, Experience and Style**

14 years’ experience working with leaders internationally, (up to board and CEO level), offering individual and team development, coaching for performance mastery and fulfillment. Focus: leadership, influence and relationship building, team-development, self-mastery, work/life balance.

**Approach:** intellectually rigorous, structured, responsive, helping clients become inspiring leaders by understanding and leveraging personality, strengths, values.

**My approach works well for those who prefer…**

…to take a holistic inside-out approach to creating desired professional outcomes, considering who they are and how they can maximise potential.

**My approach works less well for those who…**

…prefer a more superficial, quick-fix, remedial situational approach.

**Example outcomes reported by coaching clients**

- Greater clarity, confidence and success as a leader
- Significantly stronger performance (often promotion) due to leveraging strengths & values and understanding their authentic leadership style
- More energy and fulfilment
- Better work/life balance

**Client List**

Unilever; Whitbread; Discovery Channel; BBC Worldwide; Foreign Office; Sky; European Bank for Reconstruction and Development

**Work History**

An international executive leadership coach for 14 years, following a career as university professor in the USA and UK. She also teaches new coaches and designs/runs Authentic Leadership courses.

**Qualifications and Relevant Accreditation**

MCC (Master Certified Coach) credential from ICF since 2006
Trained in Enneagram personality profiling
Wrote book on change, published 2012 by Piatkus/Little Brown

**Testimonials**

…great to work with. She’s a good listener, very insightful, and always makes sure there are clear next steps. It’s been enlightening. I’d happily recommend Nicola to anyone who is serious in making a step change as a leader.

**David Rey, Managing Director, Sky Business**

Each of us having Nicola as our coach to support us on our journey provided a powerful common platform that proved to a great advantage and strength for the team.

**Bernie, Management Development Director**

Nicola is able to bring a holistic approach to her coaching relationships, ensuring both the professional and personal goals are fully explored and clarified. Our Executives have found this both insightful and motivational.

**Louise Smalley, Group HR Director, Whitbread**

I have to say I am amazed at the difference that your coaching has had on our group. The coaching day was excellent – we learnt a lot. Thank you for moving us to a new place....

**Ginny, Operations Director, The Planning Shop**
Coach  | Lesley Campbell  
--- | ---  
Telephone  | 07973 800 042  
E-mail  | lcampbell@opm.co.uk  
Based In  | London  
Works In  | London, South East Coast, South Central, South West, North East, North West, Yorks and Humber, East of England, East Midlands, West Midlands  

Coaching Background, Experience and Style  
When coaching leaders I have learned:  
- to agree purpose and appropriate outcomes  
- to focus on effective leadership behaviours  
- to develop a trusting and appreciative coaching relationship  
- to attend carefully to coachees and to use insightful questions to prompt deeper understanding  
- to enable coachees to self-coach  

My approach works well for those who prefer…  
...to be appropriately curious about themselves and others  
...to focus on achievable, constructive changes  

My approach works less well for those who…  
...prefer an emphasis on NLP or Gestalt techniques  
...prefer to explore every avenue before deciding on action  

Example outcomes reported by coaching clients  
- Enhanced leadership  
- Clarity about strategy  
- Improved resilience, self-confidence and performance  
- Resolution of challenging relationships  
- Improved team culture  
- Greater emotional intelligence  
- Increased political astuteness  

Client List  
NHS West Midlands  
Virtual Staff College (Children’s Services)  
National Offender Management Service  
Warwick District Council  
Oxfordshire County Council  
London Borough of Greenwich  
(Previously) NHS Institute for Innovation and Improvement – coach on Breaking Through programme and supervisor for NHS coaches.  

Work History  
Lesley has been OPM’s Executive Director for People and Organisational Development for six years. She has worked as a consultant to public services for 16 years.  

Qualifications and Relevant Accreditation  
BSc, MSc, PGCE, ILM level 7 accredited coach/mentor. Trained coach supervisor (by Bath Consultancy). Member of Institute of Health Education.  

Testimonials  
Lesley’s ability to understand the context of a senior leader in a complex organisation and her recognition of her role in stimulating my thinking rather than seeking to provide me with answers has been both challenging and enlightening.  

Lesley’s approach is engaging - which enables her to challenge while also being supportive.  

I particularly liked Lesley’s style, which is based on a depth of experience; I think I can best describe it as she provided the scaffolding that allowed and encouraged me to grow and develop as a leader.  

Quickly builds coaching relationship. Focus during session. Insightful and supportive. Follows up as agreed. Sense of humour (always appreciated!)  

Directors, Deputy Directors and Assistant Directors in Children’s Services  

Go to: List of All Coaches
Coach | Bernadette Cass
---|---
Telephone | 07765 092 540
E-mail | Bernadette.Cass@HeworthAssociates.co.uk
Based In | Yorkshire and Humber
Works In | London, North East, North West, Yorks and Humber

**Coaching Background, Experience and Style**
I build relationships with my clients based on trust and mutual respect, supporting and challenging clients to find their own solutions and achieve their objectives, often through complex circumstances. I specialise in transition coaching, working with those who want to manage change or lead others through it.

**Coaching Background, Experience and Style**
My approach works well for those who prefer…
…to work transparently, in a relationship of equality, holding focus on goals to enable you to achieve your agenda.

**Coaching Background, Experience and Style**
My approach works less well for those who…
…are not willing to reflect on what works well and identify what requires attention. Clients who enjoy working with me are committed to delivering their objectives and developing themselves and those around them.

**Example outcomes reported by coaching clients**
‘Bernadette allowed me to discover perspective and to change the way I was interacting; she helped me to give responsibility to others and to help others to explore and discover solutions to problems.’

‘The coaching allowed me to reflect on the appropriateness of my goals, working practices and interactions with colleagues….there is a significant difference in the way that I approach things now…’

‘It has given me a better understanding of myself and the influences I can have on others’

**Client List**
The Institute of Physics | DEFRA
Astra Zeneca | Kraft
Mars | Aviva Santander

**Work History**
I have a strong operational business background. As an IT Director I was responsible for delivering global business change programmes. I used coaching to help teams and organisations deliver sustainable change and achieve business objectives.

**Qualifications and Relevant Accreditation**
I am an International Coach Federation accredited coach (PCC) and coach supervisor, and hold a Diploma in Coaching. I continue my studies in Transactional Analysis in Organisations.

**Testimonials**
*Bernadette helped me gain insight…helped me seek out options to make progress, and … I used the insight gained during our sessions to coach myself between sessions.*

*Bernadette is a very competent coach, who is clear and confident in her role as a coach and has the skills to perform it well.*

*She is skilled in pulling out the important points in a story and reflecting them back in an insightful way that allows the coachee to find their own learning.*
<table>
<thead>
<tr>
<th>Coach</th>
<th>Tanya Chakravarti</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07730 821 744</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:tanyachakravarti@blueyonder.co.uk">tanyachakravarti@blueyonder.co.uk</a></td>
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<td>Based In</td>
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</tr>
<tr>
<td>Coaching Background, Experience and Style</td>
<td>Experience of fast moving, competitive environments and demanding, stimulating clients including Chairs, CEOs and Directors from both sectors. My robust coaching practice and senior leadership experience provide excellent support for leaders and I aim to stretch and challenge clients to think of issues in new ways and find effective solutions.</td>
</tr>
<tr>
<td>My approach works well for those who prefer…</td>
<td>…a positive, honest and challenging coaching environment, enabling time to think and develop sustainable strategies for achieving business objectives.</td>
</tr>
<tr>
<td>My approach works less well for those who…</td>
<td>…like being “given” answers and need a lot of guidance and direction</td>
</tr>
</tbody>
</table>
| Example outcomes reported by coaching clients | • Managing organisational change in challenging economic times  
• Establishing priorities and leadership “presence” in new roles  
• Successful partnerships across related organisations/systems/economies  
• Enhanced strategic skills to improve health outcomes and performance |
| Client List | BBC  
Camden Council  
Home Office  
Royal Mail  
British Airways  
CTVC  
NHS |
| Work History | BBC 20+ years; as an HR Director led large-scale complex change (ER negotiations, redundancies, resourcing), improved diversity performance, launched new broadcasting services, developed Leadership cadre, coached Executive board directors/leaders |
| Qualifications and Relevant Accreditation | BSc Psychology, UCL  
Member CIPD  
360° facilitator, OD and Appreciative Inquiry  
BBC Foundation Coach  
Post Graduate Certificate, Coaching – iCoach/Middlesex University |
| Testimonials | Tanya’s coaching style is empathetic and friendly. She asks incisive questions which encourages creative solution finding. I left the sessions more motivated with fresh ideas and clearer thoughts.  
Chief Executive, Private Sector  
…a gentle style beneath which there is a steely and formidable intelligence. Her challenges were sometimes uncomfortable, but always made me think afresh, especially helpful as a newly appointed senior executive.  
Board Executive, Public Sector  
Tanya’s approach is suited to the complexity of management in the NHS and I did not have to provide much situational explanation for her to “get it”.  
Chief Operating Officer, London NHS Foundation Trust  
Tanya’s coaching had the direct impact of making me a more effective manager and achieving promotion; she also has an ability to connect with people irrespective of their standing or status.  
Executive Director, CCG  
Tanya is an excellent coach - thoughtful, insightful, challenging when necessary but always careful to make sure the questions raised, and the answers found, come from the needs of the client.  
Broadcaster, Producer and Writer, Award Winning Media Company |

Go to: List of All Coaches
Coach: Zoe Cohen

Telephone: 07786 074 741

E-mail: zoe.cohen@shinecoachingandconsultancy.co.uk

Based In: North West

Works In: London, North West, Yorkshire and Humber, East Midlands, West Midlands

Coaching Background, Experience and Style
As an Ashridge Accredited executive coach, Zoe brings her values and board experience to benefit individual and team performance through reaching new awareness, to achieve greater levels of trust, openness, clarity, mutual challenge, motivation and resilience. She encourages the conversations that need to happen in organisations. Zoe’s style is highly empathic, yet challenging, tailored to the needs of every client.

My approach works well for those who prefer…
…to challenge themselves to engage in genuine personal and professional transformational learning and change with sustainable, long-term impact.

My approach works less well for those who…
…wish to focus on transactional changes or purely a short-term solution focus.

Example outcomes reported by coaching clients
Zoe’s clients report that they: feel at ease; valued; gain focus and direction; recognise their strengths and their confidence grows; feel immediate or early benefit; have increased motivation; learn about themselves and change their behaviour as a result.

Client List
Gilead, Legal and General, AXA, Microsoft, BT, DX, North West and East Midlands NHS Leadership Academies

Work History
Zoe is an experienced Executive Director with nine years at Board level in the NHS – latterly on the Board of a £1b turnover organisation. Zoe’s Board portfolio has included strategy and business planning; communications, organisational development; human resources; equality and human rights; stakeholder and public engagement; governance and risk management; and managing merger and acquisition.

Qualifications and Relevant Accreditation
MSc in Executive Coaching, Accreditation as an Executive Coach, Ashridge Business School Ashridge Post Grad Certificate in Advanced Coaching and OD Supervision (completion 2014) MA (Oxon), MPH

Testimonials
I have found many benefits from my coaching sessions with Zoë, which have been very professional and constructive, while offering appropriate levels of challenge. Her approach has encouraged reflection which has led to direct personal development in the areas we have focused on.

Director, NHS Foundation Trust

I believe Zoe has the experience, skills, knowledge and personal approach to engage confidently and provide input that would benefit anyone at my level. The impact on my insight and personal performance has been significant.

Director of Operations and Nursing, NHS Trust

I feel very positive after these 2 presentations and believe I now understand where the nerves are coming from and how I can control them. It is evident from our 2 sessions that these feelings are emotional created by me and I understand from our discussions how I can control this. I really appreciate the help you have given me; it has and will provide a real benefit to me developing in my role as a director.

MD, Engineering

I gained significant insights into my personal style and where it worked and where it didn’t. I have used this to help coach a direct report who is new to management. By being able to share my own observations on how things can and cannot work has enabled us to have constructive discussions. I also feel more confident in having difficult conversations, and have various strategies to ensure that resolution is gained.

Director, Pharma sector

A very positive experience personally. Zoe is clearly someone who is passionate about her role and has a genuine interest in seeing her client’s progress. I do see Zoe as someone I would contact in future, and would recommend personally to peers.

Director, NHS Trust

Zoe is a great coach with her objectivity, positive perspective and ability to listen without being judgemental her greatest strengths.

Director, Pharma sector
<table>
<thead>
<tr>
<th><strong>Coach</strong></th>
<th>Stephen Colson</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Telephone</strong></td>
<td>07789 176 796</td>
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<tr>
<td><strong>E-mail</strong></td>
<td><a href="mailto:steve.colson@imago-tc.com">steve.colson@imago-tc.com</a></td>
</tr>
<tr>
<td><strong>Based In</strong></td>
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<tr>
<td><strong>Works In</strong></td>
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</table>

**Coaching Background, Experience and Style**

1,000+ hours experience with executives, senior teams and athletes, bringing together approaches learned from my science, sports and business backgrounds. Change has been a constant theme in my life, and I specialise in creating simplicity from the complex. I coach the whole person and see the human being in everyone. My clients say I challenge while remaining supportive, I’m grounded and create space for learning and reflection, I explore novel perspectives and I help bring real clarity to issues.

**My approach works well for those who prefer…**

- to explore their authentic leadership style and core values
- to stretch their boundaries, be challenged
- to get to the bottom of things
- to work with significant change

**My approach works less well for those who…**

- learn from reading/theory rather than through new experience
- have an incremental approach to development

**Example outcomes reported by coaching clients**

- Discovering authentic, values based leadership styles
- Navigating significant change
- Greater resilience
- Improved conflict resolution
- Dealing with limiting beliefs, developing empowering beliefs
- Broader perspectives, increased creativity
- Greater alignment within teams and departments

**Client List**

- Janssen
- Anristu
- FirstGroup
- Telefonica
- Southwark Council
- Hyde Housing
- UK Sport

**Work History**

25 years in consumer health care, petroleum and petrochemicals, with executive management positions in General Management, Sales, Marketing, Procurement and R&D. 6 years executive, team and sports coaching.

**Qualifications and Relevant Accreditation**

- ICF PCC and CTI CPCC professional coach accreditations
- ORSC systems, organisation and team coach
- Master Practitioner NLP
- PhD Chemistry
- Chartered Chemist, Member of the Royal Society of Chemistry
- Former internationally licensed ski instructor and slalom race coach

**Testimonials**

*Steve cuts through your ‘blablabla’ in a gentle but very firm way and he really challenges but always with respect. I have had many surprises and new perspectives on problems.*

*Steve has the great ability to think differently, looking at problems from all angles and shifting from left to right brain in his thought processes.*

*Steve coached me through a particularly challenging time and I can definitely say that there's no one I'd rather have worked with. Totally, 100% recommended.*

*Steve has had an immense positive impact on me personally, which translated into higher performance, better client relations as well as career development.*

Go to: List of All Coaches
Coach | Margot Corbin  
---|---  
Telephone | 07768 230 547  
E-mail | margot.corbin@absoluteorg.com  
Based In | London, East of England  
Works In | London, South East, South Central, South West, East of England, East Midlands, West Midlands  
  
Coaching Background, Experience and Style | 15 years Executive Coaching in private and public sectors – NEDs/Chairs/CEOs/Executive Directors/Managers; individuals/teams/Boards. I am passionate about how individuals and organisations deliver great performance, and engage people effectively to achieve this. Clients say my coaching is creative in style, questions, approach and challenge; and establishes trust and safety so change can happen.  
  
My approach works well for those who prefer... | ...to learn  
...to choose to be there and be the best  
...to create the real conversations about the things that matter  
  
My approach works less well for those who... | ...do not want to engage in learning  
...have not chosen to do coaching  
...sometimes cannot see the absurdities of life  
  
Example outcomes reported by coaching clients |  
- Clients settle more quickly into a new role  
- Improve leadership and management capabilities  
- Building effective relationships  
- Achieve informed choice, and through all this deliver increased performance  
  
Client List | Chairs, CEOs, CCOs, Executive Directors at NHS PCTs, Acute, Mental Health and Ambulance Trusts, and CCGs  
Executive Directors, Home Office  
SCSs DWP  
CEO, Directors, Managers at US listed Global Professional Services Business  
CEO, Directors, General Managers at FTSE 100 Company  
Executive Director at a Not for Profit Organisation  
Chair and CEO of a Financial Services startup – backed by a VC  
  
Work History |  
1985 – 1998 American Express, Johnson Wax, Coutts  
UK/International Management/Change/HR roles  
1998 to date Coached individual leaders/teams/boards  
Private sector organisations and since 2006 Chairs, CEOs, Executive Directors, in NHS Trusts, DWP and IPS.  
  
Qualifications and Relevant Accreditation | MSc – research on Leadership  
Diploma in Coaching  
ICF PCC  
MBTI, 16pf, FiroB  
NHS LQF  
NHS Board Development Tool  
Systemic Team Coaching Diploma  
  
Testimonials |  
Everything was new to me. Margot helped me get clear on my leadership style, approach, and success measures. Without coaching it certainly would have taken a lot longer.  
New Chair, NHS Trust  
  
I am delighted with our performance, the feedback is amazing, the support from Margot invaluable. It just shows how powerful coaching is. It was a great investment of my time.  
CEO, Professional Services  
  
Margot is extremely insightful, perceptive and sees things that others don’t – helping me understand why things are that way, how improvement can happen, giving space for reflection and personal change.  
General Manager, FTSE 100 Company  
  
Go to: List of All Coaches
<table>
<thead>
<tr>
<th>Coach</th>
<th>Dr Angélique du Toit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>01332 704 806 or 07920 462 697</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:angelique.daviesdutoit@gmail.com">angelique.daviesdutoit@gmail.com</a></td>
</tr>
<tr>
<td>Based In</td>
<td>East Midlands</td>
</tr>
<tr>
<td>Works In</td>
<td>North East, Yorkshire and Humber, East of England, East Midlands</td>
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</tbody>
</table>

### Coaching Background, Experience and Style
International Executive Coach with 16 years’ experience working at Board Level and in cross cultural environments in both public and private sectors. My approach is supported by own experience as a senior manager working internationally. As researcher and academic my practice is supported by relevant theories and concepts.

**My approach works well for those who prefer…**
…to be both challenged and supported for the purpose of developing interpersonal skills and lasting behavioural changes in themselves and others.

**My approach works less well for those who…**
…are mainly focused on achievement of goals and performance without imbedding it in a framework of personal development.

#### Example outcomes reported by coaching clients
- Deeper insight into leadership style
- Greater personal awareness
- Ability to reflect on both positive and negative situations for the purpose of learning
- Taking on more senior challenging roles with confidence

### Client List
- Board members of NHS Trusts
- Chief Operating Officers of CCGs
- Heads of Services in Local Authorities
- Chief Fire Officer, Fire Service
- Head of Innovation in Defence Industry
- European Directors in Nissan
- Senior Police Officers, various Police Forces

### Work History
Senior, International Manager in private sector, Executive Coach, academic and researcher in personal and organisational behaviour, design and delivery of bespoke corporate and leadership programmes, author of coaching related books

### Qualifications and Relevant Accreditation
- Ph.D., M.Phil, MBA, DMS, Cert. Ed. (HE), Personal Construct Psychology, Positive Psychology, MBTI Level II

### Testimonials

**I developed confidence, ability to analyse situations; improved leadership skills; ability to challenge at all levels; deal with underperforming teams; reflect upon situations and create reasoned arguments for responses.**

**Angélique has helped me develop a clearer view of a new role and how to maximise my impact in this role, both within the organisation and externally with partners and stakeholders.**

**She has a wide range of multi sector experience to draw upon.**

**I gained a better understanding of my role as Chief Executive, my behaviours and how to influence others.**

**Her approach is thought provoking and positively challenged my thinking and views.**

**Good appreciation of culture and its impact on delivery.**

**Angélique has great insight and knowledge and provides challenge and thought provoking ideas in an environment of calm.**
Coach | Fiona Elder
---|---
Telephone | 07811 331 619
E-mail | Fiona.elder@elderconsultants.co.uk
Based In | London, South Central, South West
Works In | London, South Central, South West, East of England, East Midlands, West Midlands
*South East, *North East, *North West, *Yorkshire and Humber (*for full days of work only)

Coaching Background, Experience and Style | Accredited coach with 15 years of experience in both private and public sectors. Working with senior leaders and their teams to build resilience, manage change, turnaround and deliver results. I work in a collaborative style with my clients, which is highly supportive whilst challenging and the contracting and reviewing process enables the client to direct the work.

My approach works well for those who prefer… | … to be curious, optimistic and know the value of self-awareness whilst holding themselves accountable for taking action and learning

My approach works less well for those who… | …are less curious about possibilities and are unwilling to challenge the way they are looking at a problem or opportunity

Example outcomes reported by coaching clients | • Increased clarity on situation, key issues and choices for action
• Resilience and delivery of results and enhanced performance
• Confidence and optimism in ability to influence
• Conviction about benefit of coaching within their leadership role

Client List | Gloucestershire Clinical Commissioning Group (Stroud and Berekeley Vale Locality)
Imperial College AHSC Foundation Trust
West London Mental Healthcare Trust
London Business School
Catlin
Mercer
Nokia

Work History | Chemical Engineer and Production Manager – working on national change and process redesign projects
Director of Systems Integration Consultancy
Coach and Leadership Development Consultant working with UK and European Organisations

Qualifications and Relevant Accreditation | ICF Accredited Coach
Advanced Certificate Systemic Practice
MBTI, Political Intelligence, Transactional Analysis
Certificate Relationship Counselling

Testimonials

Working with Fiona has helped me prepare for and deliver effectively at critical times within our change programme. Clinical Head of Service, NHS Trust

I engaged Fiona to develop leaders and as a leadership coach to clinical and nurse leadership to Director Level. I would recommend her above other coaches I have worked with. Head of Leadership and Development, NHS Trust

Fiona works well with executives under significant business pressure. She helped me consider challenges from different angles leading to actionable ideas for leading cultural change and driving business performance improvement. Chief Executive, Risk Management Company

We saw a noticeable improvement in a number of areas including: conflict handling, inter-departmental cooperation and personal stress-management. I would recommend Fiona as an experienced and effective executive coach. Managing Director, International Management Information Services Group

I have used much of my learning during our sessions to coach the legal partners in my new role. The work we did together touched all areas of my life. Marketing Director, Professional Services

Fiona has worked as a coach to the project team as well as directly with myself. Her role has been pivotal to the success of this project. Operations Director, Retail
Coaching Background, Experience and Style

I have been working as an executive coach to board level executives and other high potential senior leaders and emerging leaders for 23 years. I have a great in-depth understanding of the complexities of human behaviour in the business setting. I am a talented coach and an accomplished OD specialist with wide experience in designing and delivering change management and leadership development programmes for clients.

My approach works well for those who...

...are business-like, focused, curious to experiment with different methods
...are willing to learn
...take joint responsibility for co-creating the learning and partnership

My approach works less well for those who...

...are cynical about the benefits of coaching and are looking for a “quick fix” and simple answers to complex problems
...place the onus on me to solve their problems

Example outcomes reported by coaching clients

- Success in a Senior Role
- Rewarding and successful journey through organisation change

Client List

| NHS | LSO |
| BBC | London Sinfonieta |
| Network Rail | London Borough of Haringey |
| Eve Turner Organisation |

Work History

- Teacher
- Nurse Manager
- Head of L&D, Hackney Council
- Senior L&D Consultant and Executive Coach at BBC
- Executive Coach and L&D Consultant at Penna PLc
- Associate Tutor at Henley Business School
- Visiting Faculty member at Cass Business School

Qualifications and Relevant Accreditation

- Doctorate in Business Administration
- MA, BA (Hons)
- Master Practitioner Executive Coach
- Adv Diploma Executive Coaching
- Certificate Executive Coaching
- NLP Practitioner
- BPS Levels A&B competence
- European Test User Certificate BPS

Testimonials

"I would not have had such a successful period in my senior role, without Dr Felix’s contribution"

"He has underpinned a deeply rewarding and successful journey for both me and my business during a period of accelerating change"

Clients
**Coach**

<table>
<thead>
<tr>
<th></th>
<th>Su Fowler-Johnson</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Telephone</strong></td>
<td>0161 300 7679 or 07775 429 655</td>
</tr>
<tr>
<td><strong>E-mail</strong></td>
<td><a href="mailto:su@paceconsulting.org.uk">su@paceconsulting.org.uk</a></td>
</tr>
<tr>
<td><strong>Based In</strong></td>
<td>North West</td>
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<tr>
<td><strong>Works In</strong></td>
<td>North West, Yorkshire and Humber, West Midlands</td>
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</tbody>
</table>

| **Coaching Background, Experience and Style** | Over 15 years coaching and mentoring experience, working with board level and aspirant leaders (including clinicians) in all sectors of health and social care ranging from acute, primary care, academia and private sector. My style is person centred, challenging and empathetic. I aim for every client to be better equipped to deal with his or her next challenge. |
| **My approach works well for those who prefer...** | …to work holistically to develop new levels of self-awareness, emotional intelligence, reflection and are prepared to be constructively challenged. |
| **My approach works less well for those who...** | n/a |
| **Example outcomes reported by coaching clients** | - Leadership development – strategic thinking, personal effectiveness and performance improvement  
- Career progression  
- Adapting to change and transition  
- Increasing impact and utilizing signature strengths  
- Improving confidence and self-image  
- Dealing with conflict and self-limiting beliefs  
- Coping with organisational change |
| **Client List** | Manchester Police  
Blackpool, Fylde and Wyre NHS Foundation Trust  
5 Boroughs Partnership NHS Trust  
North West Leadership Academy – CCG Chairs and Chief Operating Officers  
NHS North West Health Education England – Deanery  
Greater Bridgewater Community NHS Trust  
National Breaking Through Programme |
| **Work History** | 25 years NHS – Clinician, Senior Manager, Associate Director  
Employed as a Consultant  
Director of People and Change Experts  
Non-Executive Director (NHS) |
| **Qualifications and Relevant Accreditation** | PG Certificate in Business and Executive Coaching  
PG Diploma in Coaching Psychology  
Myers Briggs Type Indicator (MBTI) accreditation  
360 feedback facilitator – NHS Leadership Framework  
Emotional Intelligence Tool – administrator and accreditation  
Registered General Nurse  
PG Diploma in Management Studies  
PG Diploma in Primary Health Care |

**Testimonials**

*Still coping with a frantic work life in difficult circumstances, and with the stakes higher than ever before in my career, I didn't need an undoable 'list of things to do' or highbrow management theories. I needed a cool head, measured approach; a friendly and encouraging hand to guide me through what I knew was going to be a really tough time. Su gave me everything I needed and more, a professional, balanced approach, based on years of experience and insightful understanding of the environment I was operating in.*

**NHS Director**
Coach | Jonathan Gravells
---|---
Telephone | 07971 400 696
E-mail | jonathan@fargoassociates.com
Based In | East Midlands, West Midlands
Works In | North West, Yorkshire and Humber, East Midlands, West Midlands

Coaching Background, Experience and Style | 10 years executive coach, following senior manager experience in large organisations undergoing major change. Coached up to CEO/Chair in NHS (for 4 years+), private sector and social enterprises. I help identify outcomes that work for you, then provide the thinking space, structure, support and challenge you need to achieve them.

My approach works well for those who prefer… | …to clarify priorities, focus on what they can control, see the bigger picture, learn to leverage their strengths, and manage relationships more effectively

My approach works less well for those who… | …see the coaching as a remedial activity, or a training session, or favour too narrow a range of perspectives/approaches

Example outcomes reported by coaching clients | - Managing the transition to more senior/strategic roles
- Getting the best from change
- Renewed sense of self-confidence and agency
- Long term career strategy and personal brand
- More productive relationships with others

Client List | Private sector: Fowler Welch Coolchain, Adelie Foods, May Gurney
Public Sector: NHS, Leicestershire Constabulary, various schools and colleges
Third Sector: Impetus Private Equity Foundation

Work History | 2003 – Present: Director Fargo Associates Ltd.
2000 – 2003: Group HR Director, Express Dairies plc
1996 – 2000: HR Director, Carlsberg UK
Previously: HR and Production roles in engineering & brewing

Qualifications and Relevant Accreditation | E.M.C.C. Accredited coach – Master Practitioner
M.Sc. Mentoring, Coaching and Organisational Change
Chartered Fellow Institute of Personnel and Development

Testimonials

Jonathan was able to challenge my assumptions in a non-threatening way. He regularly checked with me that I was getting what I wanted…always felt like it was my agenda.

CCG Clinical Chair, NHS

…has an excellent ability to listen, understand the complexity of challenges I faced and…see my professional situation in new ways that helped me to develop insight and learning…

Clinician, NHS

I felt that Jonathan was excellent in allowing reflection and developing ability to look at opposing and conflicting views. Jonathan provided a secure environment to further develop this skill.

Head of Commissioning, NHS

He has high-level senior experience, he is resourceful/creative in his thinking, he brings structure and challenge to one’s thinking and he has a real interest in one’s own development.

Chief Executive, Social Enterprise

Jonathan is able to create order out of chaos……he is very able to get on track and support a meaningful outcome to the sessions without rushing to force conclusions.

HR Director, Private Sector
<table>
<thead>
<tr>
<th>Coach</th>
<th>Joy Harcup</th>
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</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07816 989 800 or 01275 333 616</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:joyharcup@harcupconsulting.com">joyharcup@harcupconsulting.com</a></td>
</tr>
<tr>
<td>Based In</td>
<td>South West</td>
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<tr>
<td>Works In</td>
<td>London, South West, West Midlands</td>
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</table>

### Coaching Background, Experience and Style

Highly experienced in coaching senior leaders, in the public and private sector, who are working in organisations undergoing transition. I specialise in coaching in: strategic thinking, leadership style, influencing/communication, managing stakeholders/ambiguity, team building and resilience. My coaching style is pragmatic, analytical, perceptive and supportive, whilst being challenging.

### My approach works well for those who prefer...

...to develop their own effective leadership style and to be stretched and supported in a professional and respectful way to achieve this

### My approach works less well for those who...

...are not prepared to challenge their current thinking or ways of operating or are not open and honest

### Example outcomes reported by coaching clients

- Acting more strategically
- Prioritising effectively
- Confidence in abilities as a leader
- Resilience under pressure
- Use of different approaches to better influence/communicate to colleagues/stakeholders

### Client List

| Public Sector | Treasury, Home Office, British Council |
| Private Sector | RBS, Linklaters LLP, Norton Rose LLP |
| Charitable Sector | Kids Company |

### Work History

Originally practising as a solicitor, I moved early in my career into senior management, as head of a function at a global professional services firm. Current Vice President, UK Board of the International Coach Federation.

### Qualifications and Relevant Accreditation

- MBA (Distinction), Bath University
- Accredited Coach with the International Coach Federation
- Qualified to administer leadership psychometrics
- LLB (Hons) (Sol)

### Testimonials

**I received a lot of insight around political skills and a great deal of challenge around my own strengths and weaknesses, both delivered in a very balanced way.**

**Dean, Leading University Management School**

**Joy stimulated me to analyse issues differently and to think positively. Because of the coaching I am much more focused on what I want to achieve and how to go about it.**

**Director, Multinational Company**

**Joy has an extremely approachable manner and this enabled me to talk openly and honestly.**

**Director, Government Agency**

**Joy is both empathetic and incisive. She has the knack of getting you to the nub of the matter and guiding you to find your own solution based answers.**

**Entrepreneur**

**I told my colleague “that woman changed my life”. I still use some of your techniques every day and pass them on to my team.**

**Senior Manager, Top 20 Professional Service Firm**
<table>
<thead>
<tr>
<th>Coach</th>
<th>Baz Hartnell</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07734 359 307</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:baz.hartnell@starr-performance.co.uk">baz.hartnell@starr-performance.co.uk</a></td>
</tr>
<tr>
<td>Based In</td>
<td>South West, East of England</td>
</tr>
<tr>
<td>Works In</td>
<td>London, South Central, South West, East of England, Yorks and Humber, East Midlands, West Midlands</td>
</tr>
</tbody>
</table>

**Coaching Background, Experience and Style**
Previously a Managing Director in the private sector, I’m an experienced coach with a practical outcome focus, having been on the national NHS coaching register for the past nine years. I’ve an MSc in Coaching and an MBA; knowledge and experience which I can offer up for my clients.

**My approach works well for those who prefer…**
...to use a coach who is direct, collaborative, flexible and knowledgeable in developing their leadership and management capability

**My approach works less well for those who…**
...are not curious about growing themselves or motivated to improve their capacity to lead more effectively

**Example outcomes reported by coaching clients**
- New leadership approaches and tools
- Greater personal presence
- Greater resilience
- Speedier transition to new roles
- Improved partnership working
- Better holding others to account
- Comfort with uncertainty
- More influential
- Enhanced problem-solving

**Client List**
- South West Ambulance Service NHS Foundation Trust
- South West Yorkshire Partnership NHS Foundation Trust
- South Devon and Torbay CCG
- NHS Trust Development Authority
- North Kirklees CCG
- Cambridge University Hospitals NHS Foundation Trust
- Health Education South West

**Work History**
Previously a Managing Director in the private sector, then within the NHS I have undertaken executive coaching, team and board development and have run various leadership development programmes.

**Qualifications and Relevant Accreditation**
- MSc in Coaching (Merit)
- MBA (Distinction)
- NHS Board Development
- LOF facilitator
- Level A and B+ accredited
- Top Leaders Diagnostic Toolset

**Testimonials**

*Baz’s coaching has made me more confident and aware as a leader. His leadership experience coupled with his inquisitiveness has given me new insights regarding my own leadership practise.*

**Chair, Ambulance Trust**

*Baz made me think about why I do things and how to do things differently. A lot of my pressures were entirely self-inflicted. I now understand my abilities and potential.*

**Director of Finance, Trust Development Agency**

*Baz helped me see how I could apply my GP experience in my leadership role, as well as giving me management and leadership tools and approaches to enhance my effectiveness.*

**Chief Clinical Officer, CCG**

*Baz’s challenging yet facilitative approach enabled me to develop rapidly into my role. I believe I’m a better leader and have a better team because of Baz’s successful coaching.*

**Director of Commissioning, CCG**
Coach | Julie Hickton
---|---
**Telephone** | 07885 370 034 or 01909 470 851
**E-mail** | Julie@naturescoaching.co.uk
**Based In** | Yorkshire and Humber
**Works In** | North East, North West, Yorkshire and Humber, East Midlands, West Midlands

### Coaching Background, Experience and Style

My coaching style is influenced by the Nancy Kline Time to Think approach, positively holding generative attention, challenging assumptions, whilst creating a safe place for great thinking. Balancing this with passion, enthusiasm, inspiration, focus and clarity to support client growth and increased self-awareness and understanding. Where helpful bringing in influences from all aspects of my training and development.

### My approach works well for those who prefer...
...to stretch their personal boundaries and limitations, personally grow, have fun and enjoyment, think well and are prepared to be challenged.

### My approach works less well for those who...
...do not take personal accountability for their personal growth, are not open to new and different approaches or maybe have a fixed mind-set.

### Example outcomes reported by coaching clients

- Achievement of goals
- Personal confidence
- Increased leadership impact
- Increased resilience
- Enhanced influencing ability
- Career progression
- Increased team effectiveness and engagement
- Increased thinking capability
- Improved relationships
- Clarity of thought and direction of travel

### Client List

- Yorkshire and Humber LETB
- Bradford District CCG
- Manchester Mental Health Trust
- Harrogate CCG
- Doncaster Local Authority
- Diversey Inc
- Laidlaw Interiors Group

### Work History

With an early career with Marks and Spencer holding a variety of positions within HR and Training and Development. HR Director for Millfold Group and Divisional HRD for Eaga, prior to setting up Natures Coaching Ltd. Has also held the position of Non Exec Director for 7 years for an NHS Foundation Trust.

### Qualifications and Relevant Accreditation

- Diploma in Executive Coaching
- Time to Think Approach
- Emotional Intelligence Accredited

- Diploma In Performance Coaching
- Positive Phycology Master Classes
- Trained in NLP techniques

### Testimonials

* I have used Julie’s positive psychology approaches and persistent challenging in my coaching practice and in working with my team. *  
* Her positivity is infectious; her personality quickly establishes rapport and creates a safe environment to explore issues. She has a great balance of challenge and support. *  
* Julie displayed energy and real commitment to achieving the agreed aims of the team coaching. She ensured that team energy levels were maintained at a high level. *  
* Thought the way you handled the coaching today was more meaningful and useful that my previous experiences, and has left me with a lot to think about and challenge myself on. *  
* Very focused energy and stimulating in respect of constructive challenge. *  
* Passion in abundance, and Julie did have a positive impact on me which to say the least is a fantastic result *  
* I really enjoyed working with you, thank you, the work we did together was both challenging and enjoyable and worthwhile. Time to think about self is very valuable, especially when it isn’t shallow and self-indulgent, which you would of course never allow. *
<table>
<thead>
<tr>
<th>Coach</th>
<th>Lizzie Holden</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07983 744 409 or 02078 129 653</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:lizzie.holden@theglobalcoachhouse.com">lizzie.holden@theglobalcoachhouse.com</a></td>
</tr>
<tr>
<td>Based In</td>
<td>London</td>
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<tr>
<td>Works In</td>
<td>London</td>
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<thead>
<tr>
<th>Coaching Background, Experience and Style</th>
<th>4000+ hours coaching senior to board level across sectors including NHS, Pharmaceuticals and Financial Services. I have been described as having “a razor sharp mind and compassionate heart.” My style has been described as: insightful, intelligent, wise, warm, reflective, challenging and humorous.</th>
</tr>
</thead>
<tbody>
<tr>
<td>My approach works well for those who prefer…</td>
<td>…to work with their feelings, as well as their thoughts and actions and want to be challenged as well as supported</td>
</tr>
<tr>
<td>My approach works less well for those who…</td>
<td>…only want me to provide tips and solutions</td>
</tr>
</tbody>
</table>

| Example outcomes reported by coaching clients | • Promotion  
• Effective and efficient first 90 days  
• Successful navigation of difficult political environment  
• Notable turnaround in culture  
• Increased confidence and resulting improved reputation and network  
• Successful change programme  
• Able to deal with conflict comfortably  
• Greater well-being through stress reduction and positive self-management |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Client List | Barts  
St George’s  
Novo Nordisk  
Financial Conduct Authority  
Guy’s and St Thomas’  
Surrey PCT  
HSBC |
| Work History | Seven years coaching medical staff in Barcelona: 2 years training teachers in Mexico; 2 years coaching at Novo Nordisk, Copenhagen; 2 years coaching and training in NHS; 5 years internal coach for HSBC global talent; 6 years leading own coaching company. |

| Qualifications and Relevant Accreditation | BA Degree, Oxford University  
Postgraduate: Diploma in Advanced Executive Coaching (double distinction)  
Diploma in Coaching and Organizational Development  
Certificate Coach Supervisor  
Certificate in The Psychology of Coaching  
Accredited Level 3, Association of Coaching |

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<thead>
<tr>
<th>Testimonials</th>
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<tbody>
<tr>
<td>Lizzie has been a source of calm wisdom for the years I have worked with her. She is an incredibly talented and intuitive coach - and has the ability to make you think differently about any situation. Her greatest asset I believe is her humility and non-judgemental approach - hire Lizzie and her team, and you will get great results.</td>
</tr>
<tr>
<td>Lizzie is insightful and excellent in understanding the issues I have faced and helping me to find my own ways to deal with them.</td>
</tr>
<tr>
<td>Lizzie has a coaching approach which is pragmatic and focused; her communication has a natural ease to it and her ability to utilise her professional training with her natural intuition has proved invaluable to me both personally and professionally.</td>
</tr>
<tr>
<td>She has delivered a constructive, broad and challenging view of my capabilities, provided tools to help me analyse and better understand, together with a very effective coaching style to guide my progress. All in all a very effective and rewarding coaching relationship.</td>
</tr>
<tr>
<td>Lizzie has been a source of calm wisdom for the years I have worked with her. She is an incredibly talented and intuitive coach - and has the ability to make you think differently about any situation. Her greatest asset I believe is her humility and non-judgemental approach - hire Lizzie and her team, and you will get great results.</td>
</tr>
<tr>
<td>People who are important to me have said that I am a different person since I have had Lizzie’s help.</td>
</tr>
</tbody>
</table>
Coach trainer and an executive/leadership coach working across a range of sectors. My executive coaching portfolio includes a successful track record of one to one executive coaching with chief officers, directors, senior and middle managers in both the public and private sectors.

My approach works well for those who prefer…

…to work with a coach who has a strong background in diversity and inclusion and who brings this experience to the coaching partnership. My coaching style is primarily person centred, whole-hearted, practical, experiential and a strong ability and commitment to work at the edges and to challenge. With the aim to strengthen emotional intelligence and resilience. My style is one of skilful facilitation and authenticity using a range of theories and techniques if needed, which are relevant to the issues and themes raised in the coaching.

My approach works less well for those who…

…prefer a more directive approach that is based primarily on performance goals that is more goal and outcome focused rather than a more joined up approach that includes developing other skills and abilities like EQ, personal impact, developing teams and interpersonal relationships.

Example outcomes reported by coaching clients

- New perspectives and approaches to being a more strategic and heart focused leader
- New models and techniques for facilitating and managing teams creatively
- Increased self-belief and leadership development in the context of managing change, managing self and others and navigating and responding mindfully to challenging situations
- Effective conversations tips and coaching techniques for managing difficult conversations, raising visibility and increasing personal and professional impact

Client List

- National Health Service
- Royal College Of Nursing
- National Bank Of Abu Dhabi
- The Arts Council
- BBC
- National Children’s Bureau
- Metropolitan Police and Manchester City Police
- Coaching Supervision Academy

Work History

- 20 years’ experience in leadership, training, organisational and people development
- NHS Executive Coach Register, Breaking Through Programme, Action Learning Set Facilitator for the NHS Graduate Management Trainee Scheme
- Associate with the Learning and Skills Improvement Service and the Learning and Skills Network in the roles of coach trainer, executive coach and Action Learning Set facilitator
- ILM Level 3 and Level 5 Coach accredited training programme for the National Bank of Abu Dhabi and The Learning and Skills Improvement Service – Coach and Coach Trainer

Qualifications and Relevant Accreditation

- Coach Supervisor – Coaching Supervision Academy (July 2012)
- Spiritual Intelligence Certified Assessment Tool - 2011
- Certified Me Motivational Practitioner 2010
- Certified Fierce™ Conversations Trainer 2009
- Foundation Certificate in Organisational Systemic Practice 2009
- Certificate In Preparing To Teach In The Life Long Learning Sector 2008
- Solutions Focused Coaching (Leaders As Coaches Programme) - The Solutions Focus 2007
- Post Graduate Certificate – Executive Coaching, Lancaster University 2006
- M.A. Creative Writing & Personal Development, Sussex University 2006

Testimonials

Jackee Holder is a highly skilled expert in her field. She helped me to make a life changing decision about my career - Sue Clyne, former Head of HR Bournemouth College

Jackee is wisdom personified and yet her humility is ever present……she achieves fantastic results because she really believes in the power of the human spirit and the ability of each person to be the author of their life story. - Pat Joseph Director Arise Development Ltd

Jackee stands out everywhere she goes. She is a creative, sensitive, highly talented coach. - Judy Apps NLP Coach & Coach Trainer

Jackee is passionate and has a strong commitment to the coaching process in support of her clients. She is sensitive to her clients coupled with skill to challenge them. She brings a deep experience of developing diversity and inclusion in public sector Leadership.

Jenny Bird Director JB Executive Coaching Ltd
<table>
<thead>
<tr>
<th>Coach</th>
<th>Penny Humphris</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07900 245 408</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:penny.humphris@ntlworld.com">penny.humphris@ntlworld.com</a></td>
</tr>
<tr>
<td>Based In</td>
<td>South Central</td>
</tr>
<tr>
<td>Works In</td>
<td>London, South East, South Central, South West</td>
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</table>

**Coaching Background, Experience and Style**

A practical approach seeking to establish high levels of trust and confidence, enabling people to reflect in a structured way and supportive environment. Clients are encouraged to explore their inner and outer selves, reflecting on their current and desired personal qualities and develop plans to achieve optimum performance and wellbeing.

**My approach works well for those who prefer…**

…to work through issues in a supported way and focus on finding practical solutions to help themselves achieve their goals

**My approach works less well for those who…**

…want to be advised or told what to do and how to do it.

**Example outcomes reported by coaching clients**

- Increased self-awareness, self-belief, and resilience
- Improved performance, increased effectiveness in working with partners, increased confidence
- Understanding of how to coach rather than direct others to achieve their best

**Client List**

NHS England  
Great Ormond Street NHS Trust  
Imperial College Healthcare NHS Trust  
North Bristol NHS Trust  
Portsmouth CCG  
North Somerset CCG  
Cambridgeshire and Peterborough CCG

**Work History**

Penny spent 28 years in the NHS at operational and strategic levels, and as a Chief Executive. Since 2005 Penny has provided coaching support to very senior leaders in the public and private sectors.

**Qualifications and Relevant Accreditation**

BA, MSc(Econ)  
Coaching Diploma – University of Strathclyde/School of Coaching  
MBTI Licensed  
NHS LQF 360 Feedback Facilitator  
Board Development Tool

**Testimonials**

*She is a very insightful and thoughtful coach with a supportive and accessible style, but also her extensive experience, relevant to the most senior roles, is a real advantage.*  
**Chief Executive NHS Foundation Trust**

*Penny helped me gain insights into the specific challenges facing me in my first top leadership role including my leadership style, support thinking through wicked problems and a new perspective on professional relationships.*  
**Chief Clinical Officer, CCG**

*Penny is always supportive and encouraging, and is also constructively challenging. She is an excellent listener and is very effective in helping me to focus on the right things.*  
**Accountable Officer, CCG**
<table>
<thead>
<tr>
<th>Coach</th>
<th>David Love</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07872 012 940</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:dlove@opmassociates.co.uk">dlove@opmassociates.co.uk</a></td>
</tr>
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<table>
<thead>
<tr>
<th>Coaching Background, Experience and Style</th>
<th>Coaching leaders for 12+ years my approach draws on:</th>
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<tbody>
<tr>
<td></td>
<td>• a belief that appreciative methods enable performance</td>
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<td></td>
<td>• an understanding of the challenges facing leaders</td>
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<td></td>
<td>• a commitment to encouraging reflective practice</td>
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<td></td>
<td>• focusing on individuals’ needs in their contexts, incorporating support and challenge</td>
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<td></td>
<td>• a commitment to social outcomes</td>
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</table>

<table>
<thead>
<tr>
<th>My approach works well for those who prefer…</th>
<th>…to tap into their creativity to explore challenges from different angles</th>
</tr>
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<tbody>
<tr>
<td>My approach works less well for those who…</td>
<td>…are less comfortable with self-reflection</td>
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<table>
<thead>
<tr>
<th>Example outcomes reported by coaching clients</th>
<th>Improved self-confidence</th>
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<tbody>
<tr>
<td></td>
<td>Enhanced leadership capability and performance</td>
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<tr>
<td></td>
<td>Career enhancement/promotion</td>
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<tr>
<td></td>
<td>Increased resilience to lead complexity and change</td>
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<td></td>
<td>Increased political astuteness to deal with organisational politics positively.</td>
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<table>
<thead>
<tr>
<th>Client List</th>
<th>Pennine Care NHS Foundation Trust</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Virtual Staff College/Department for Education DCS, Aspiring DCS Leadership Programmes</td>
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<tr>
<td></td>
<td>Oxfordshire County Council</td>
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<td></td>
<td>Warwick District Council</td>
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<td></td>
<td>Christchurch College</td>
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<td></td>
<td>UK Sport-approved coach</td>
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<td></td>
<td>NHS Institute for Improvement and Innovation Breaking Through Programme</td>
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</table>

| Work History | David worked with OPM for 13+ years, including as Head of Leadership Development and leading on coaching. He is an OPM Associate focusing on coaching, and coach supervision and development. |

<table>
<thead>
<tr>
<th>Qualifications and Relevant Accreditation</th>
<th>ILM Level 7 Diploma in Executive Coaching &amp; Leadership Mentoring</th>
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<tbody>
<tr>
<td></td>
<td>Bath Consultancy Group’s Certificate in Supervision (ongoing)</td>
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<td></td>
<td>Member, Association of Coaching</td>
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<td></td>
<td>MBA</td>
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<td></td>
<td>Licensed for psychometrics.</td>
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</table>

**Testimonials**

David quickly established a rapport and created a coaching environment best described as collaborative, empowering. I was enabled to explore issues in a very constructive, supportive but challenging way.

Professional, personalised, allowed the focus to emerge which enabled flexibility in terms of prioritising situations as they arose for me in my new senior leadership role.

David is a good listener and thought provoking.

David is a very considerate, measured person who allows the individual to express their thoughts and concerns and find innovative ways of dealing with them.

Very astute - understands the pressures faced by NHS managers. Helps you reflect on your issues and think about them in a more positive manner, enabling solutions to be found.

Lists and interprets really well. Provides validation as well as robust challenge.

David is calm and non-judgemental – there is always an outcome at the end of a session.

**Testimonials from Senior Health, Children’s Services and Local Authority Managers**
<table>
<thead>
<tr>
<th>Coach</th>
<th>Michele MacKinnon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07824 462 055</td>
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<tr>
<td>E-mail</td>
<td><a href="mailto:Mmackinnon1@mac.com">Mmackinnon1@mac.com</a></td>
</tr>
<tr>
<td>Based In</td>
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<tr>
<td>Works In</td>
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</table>

**Coaching Background, Experience and Style**

I believe in partnership, creating a safe and challenging environment to strengthen your skills. As a coach to Executives taking on a bigger role or just re-energizing their current role, I bring structure, energy and measures of success, transferring development skills to ensure ongoing growth.

**My approach works well for those who…**

...are motivated to create a partnership  
...value challenge  
...prefer a structured approach

**My approach works less well for those who…**

...feel unable to work on their goals between coaching sessions

**Example outcomes reported by coaching clients**

- 100 day role transition plan following substantial promotion resulted in quick, successful transition  
- Clarity and confidence to communicate organisation change  
- Effective use of 360 feedback to prioritise and plan development

**Client List**

- INNOVO Network  
- Financial Conduct Authority  
- Bank of New York Mellon  
- British Aerospace  
- Bristol University  
- London Stock Exchange

**Work History**

- Shine, Executive Coach and Owner 2012 – present  
- National Provident Institute, Senior Learning Officer 1987 – 1987  

**Qualifications and Relevant Accreditation**

I hold an MSc in Counselling Psychology, and further qualifications in Executive Coaching, Mediation and Cognitive Behaviour Therapy.

**Testimonials**

*I enjoyed working with Michele immensely and appreciate her partnership approach. She brings range of important strengths - insightful, creative and empathetic, while also remaining pragmatic and commercially astute - and balances these effectively to deliver strong results.*

*Michele listens to your thoughts and plans and then challenges and questions aspects of them …. She does this in a constructive way.*
Coach | Dr Barbara Moyes
---|---
Telephone | 07818 458 359
E-mail | barbara.moyes@btinternet.com
Based In | Edinburgh
Works In | London, North East

### Coaching Background, Experience and Style
I have a lot of experience coaching leaders, mainly in the public sector. I engage and develop trust quickly. Basic orientation is psychodynamic, but I use a range of other approaches (eg visualisation, appreciative inquiry). Results focussed, I like to use humour too so sessions are enjoyable rather than ‘heavy.’

### My approach works well for those who...
- prefer to reflect
- are open to self-exploration to gain self-awareness and change their behaviour
- want transformational change

### My approach works less well for those who...
- are alpha males and females
- are dismissive of coaching

### Example outcomes reported by coaching clients
- Gained promotion
- Managed transitions
- Increased self-awareness and confidence
- Improved performance
- Contributing effectively at Board meetings
- Making effective presentations at Board level
- Managing, leading staff, networking and influencing others more effectively

### Client List
| The King’s Fund | Department of Health |
| KPMG | Cass Business School |
| Imperial War Museum | Most central government departments. |

### Work History
Head of learning and development in Department of Health, a University and a luxury goods company. Early career in research and social work (accredited mental health officer and practice teacher).

### Qualifications and Relevant Accreditation
- MSc Coaching (Distinction); PhD; MSc; MA
- FCIPD; Member of Association of Coaching
- Myers Briggs Steps 1 and 2; Hogan; EQi

### Testimonials

*Barbara Moyes is a fantastic coach. Her sessions have been the highlight of the course for me. I would appreciate it if her outstanding work could be acknowledged.*

*To say her coaching changed my outlook and performance at work is an understatement.*

*I found our sessions hugely beneficial, very empowering, and they have given me a new lease of self-confidence.*

*Barbara’s approach helped me to get to the bottom of issues and blockages, and see practical ways of getting around them.*

*I really enjoyed our sessions and I got a tremendous amount out of them. You’ve equipped me with the tools I need to move forward and I’m very grateful indeed.*
Coach | Roger Noon
---|---
**Telephone** | 07971 282 214
**E-mail** | roger.noon@changesupport.co.uk
**Based In** | London

**Works In** | London, South East, South Central, South West, North East, North West, Yorkshire and Humber, East of England, East Midlands, West Midlands

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**Coaching Background, Experience and Style**

I am a relational coach with an MSc in Executive Coaching (Ashridge). My effectiveness depends on developing strong working alliances, flexibly using coaching processes and using my direct relationship with my client to mirror work-related issues. I have 10 years’ experience with the NHS, Financial Services, Healthcare not-for-profit, and SMEs.

**My approach works well for those who prefer…**

- …to work at their “learning edge”
- …to explore their blindspots
- …to look honestly in the mirror
- …to feel supported whilst being challenged

**My approach works less well for those who…**

- …are looking for advice
- …like to follow a specific process

---

**Example outcomes reported by coaching clients**

- “Helped instil confidence in my ability. As a result of his coaching I have developed processes to manage my business more efficiently and effectively.”
- “Increased insight, clarity and self-awareness of my behaviour.”
- “An increase in my confidence and ability to provide leadership to the team in a constantly changing environment.”
- “The ability to identify changes to the way I do things and act on them.”

**Client List**

- NHS
- Peace Hospice
- Credit Suisse
- HSBC

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**Work History**

- **2010 – 2013** | Change Consultant – Barclays
- **2008 – 2009** | Change Consultant – Credit Suisse
- **2002 – 2008** | Partner-Owner Kredo Change Management Consultancy (Various clients in NHS, Not-for-profit and financial services)

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**Qualifications and Relevant Accreditation**

- Accredited Ashridge Coach | March 2013
- Member of the Association of Coaching | March 2007
- Chartered Engineer (MIEE) | March 1996

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**Testimonials**

I found it helpful that you listen so well that you get a good sense of not only how I approach work problems, but the context around me in my working life.

It [coaching] provides an opportunity for me to explore some of the problems and their potential solutions by thinking through scenarios. You are appropriately challenging.

It’s more like talking confidentially to a close friend who I trust will be honest and supportive.

Good listening skills and an ability to help identify goals and the steps required to achieve them. Gave me different perspectives which can be applied in various ways in improving my business.

---

Go to: List of All Coaches
Elaine Patterson

Telephone 01895 635 734 or 07990 612 646

E-mail elainepatterson@lftf.eu

Based In London

Works In London, South East, South Central, East of England, West Midlands

Coaching Background, Experience and Style

I see leadership as a journey of personal and professional learning because ‘who you are’ is ‘how you lead’.

I inspire leaders to create the conversations and architecture which will free the possibility and potential within themselves and others so all can learn to lead with clarity, courage and humanity.

My approach works well for those who...

...love to explore, inquire, discover, learn, and create in a safe but challenging learning partnership

My approach works less well for those who...

...prefer formulas and the status quo

Example outcomes reported by coaching clients

Clients report that their coaching enables them to achieve a deep appreciation about ‘who they are’ as leaders. This results in greater clarity in purpose, direction and action for all.

Client List Examples

- The Arts Council, England
- North West London NHS Commissioning Group
- London based Local Authorities
- Department of Local Government and Communities
- The National Leadership College for Schools Leadership and Children’s Services
- Marie Stopes International
- Glaxco Smith Kline

Work History

I had extensive experience of working in innovative director, policy and general management roles in the NHS and Civil Service before becoming an executive coach, coach supervisor and writer.

Qualifications and Relevant Accreditation

I am an accredited Master Executive Coach and Practitioner with both the EMCC Association for Coaching Master, and an accredited Coach Supervisor with the Coaching Supervision Academy with supporting qualifications.

Testimonials

Elaine has an authentic illuminating energy which rubs off on others – a fine balance between having an appreciative approach whilst holding clients to account to reach their greatest performance levels.

Katherine Tulpa, Global Chair of the Association of Coaching and Co-Founder of Wisdom8

Elaine is a first class Executive Coach. She has a big impact on all of her clients. Her insightfulness and humanity are well balanced by her excellent training and CPD.

Edna Murdoch, Director of the Coaching Supervision Academy

Whilst allowing me to set my own agenda, Elaine always brings me back to my strengths and what is needed. I leave our meetings feeling positive, empowered and energised.

Althea Efunshile, Deputy Chief Executive of Arts Council, England

Elaine is a person who has the capacity for great humility and compassion; and who combines this with excellent commercial insight and deep expertise in her coaching practice.

Murray Thomas, Ex BAA and now Change-ability Consulting Ltd
### Coach

<table>
<thead>
<tr>
<th>Coach</th>
<th>Nick Robinson</th>
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<tbody>
<tr>
<td>Telephone</td>
<td>07980 292 090</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:nick@nickrobinson.org">nick@nickrobinson.org</a></td>
</tr>
<tr>
<td>Based In</td>
<td>North West</td>
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<tr>
<td>Works In</td>
<td>London, South Central, North East, North West, Yorks and Humber, East Midlands, West Midlands</td>
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</table>

### Coaching Background, Experience and Style

Nick Robinson is a Certified Professional Coach with 14 years' experience. He works with senior leaders in industries across the private, public and third sectors. Nick’s clients consistently report reaching their goals and happily refer colleagues. His coaching delivers a safe, spacious environment with the right amount of challenge and support.

My approach works well for those who prefer...

- to have choice and options for their development, based on sound step-by-step procedures. It is safe, relaxed and empowering with a reliable, proven methodology

My approach works less well for those who...

- do not want to focus on themselves and their progress in an informal way that benefits both their teams and the organisation

### Example outcomes reported by coaching clients

- Safe environment for thinking out loud in a potentially lonely role
- Enhance natural leadership strengths
- Effective board membership
- Develop commercial drive
- Improve personal / team effectiveness
- Influencing to get results
- Career clarity

### Client List

- General Manager Europe, FMCG Business
- Chief Executive, Medium-sized Technology Company
- Chief Executive, Social Enterprise
- NHS Chairs, CEOs and Other Board Members
- Directors, International Pharmaceuticals Company
- CEO and Directors, International Clearing Bank
- Directors, Local Government

### Work History

Senior leadership roles in finance, strategic planning and operational director jobs at the Post Office. Then set up, grew and eventually sold small international consultancy business. Former chartered accountant with MBA.

### Qualifications and Relevant Accreditation

- Certified Professional Coach (CPCC, used by ICF to establish their Core Coaching Competencies), Newfield Network ‘Mastery in Coaching’ graduate, NLP Master Practitioner

### Testimonials

**Managing Partner, International Commercial Law Firm**

Nick’s coaching was a great sounding board, helping me to sustain the confidence I needed to give everybody else inspiration, but steering clear of the pitfalls.

**CEO, Social Enterprise**

I had to influence a range of people to deliver important change without getting chewed-up by the process. Nick helped me to be balanced and stay true to my principles.

**Managing Director, Public Sector Procurement Organisation**

I had probably hit a rough patch, was frustrated and couldn’t see ahead. Nick’s coaching supported me in getting back into plain sailing and re-energising my personal and career priorities.

**CEO NHS Trust**

I was taking up a new role and wanted to quickly make my mark without losing my ‘spark’! Nick’s coaching helped that and to realise benefits to the wider system.
Coach | Sue Shierson
---|---
Telephone | 07970 200 700
E-mail | sue@sueshierson.co.uk
Based In | North West
Works In | London, North West

| Coaching Background, Experience and Style | As an experienced (and seasoned!) coach, I aspire to bring out the best in a client for themselves, their team and their organisation. Client feedback says that I bring intellect, curiosity, pragmatism and real challenge to the coaching process whilst showing empathy, compassion and a concern for them as clients.
---|---
| My approach works well for those who prefer… | …to have a coach who enjoys bringing creativity and mental stimulation, as well as empathy and support, to the coaching process.
| My approach works less well for those who… | …prefer not to move to the edges of their comfort zone and beyond, to increase their learning and more effectively manage change.

| Example outcomes reported by coaching clients | • “Sue’s coaching gave me the confidence and conviction to paint my own vision of what success should look like, the tools to influence key stakeholders and the ability to implement.”
• “Outcomes of exploring my traits and behaviours, building my self-insight and confidence, were a vital outlet for exploring strategies and scenarios to ensure I influenced my desired outcome.”
• “My key outcomes are increased strategic awareness, leadership, confidence and self-belief. I now have greater ability to enhance the productivity of relationships I make or need to develop.”
---|---
| Client List | NHS Liverpool School of Tropical Medicine
BAE (Systems)
Syngenta
AstraZeneca
Citizens Advice Bureau (Stoke)

| Work History | Having had 20+ years at senior levels within large corporations, I have experienced and understand the challenges and pressures facing those who are striving to manage change and improve effectiveness.

| Qualifications and Relevant Accreditation | Qualified coach accredited by European Coaching and Mentoring Council; trained and qualified coach supervisor, NLP practitioner. FCIPD, BSc (Hons) UCL.

**Testimonials**

*Sue has fantastic listening empathy. She gives constructive and where appropriate challenging feedback. Insightful, bringing extensive experience to bear. Well-structured approach, flexible and diligent – ensuring desired outcomes are achieved.*

*Sue has an intuitive approach, you reflect and draw out solutions, only realising how challenging she is when you reflect how far you have come from your beginning.*

*It goes without saying of Sue’s absolute trust, professionalism and compassion. She provided invaluable challenge, guidance, support, and structure, and enhanced my reasoning ability at a particularly challenging time for me.*
**Coach** | Daphne Taylor  
---|---
**Telephone** | 01904 620 716 or 07941 790 572  
**E-mail** | daphne@diamondedgeuk.com  
**Based In** | Yorkshire and Humber  
**Works In** | London, North East, North West, Yorkshire and Humber, East Midlands, West Midlands

### Coaching Background, Experience and Style
Coach senior executives and teams in public and private sector. Coaching for 13 years. My background in Finance at Board level gives insight into the challenges faced by senior leaders. NHS Experience over last 6 years with governing bodies, PCTs, Foundation and other Trusts. My style is non-directive, with challenge where needed.

- **My approach works well for those who**...  
  - to challenge themselves  
  - to develop themselves as leaders and are willing to face their fears

- **My approach works less well for those who**...  
  - want someone else to tell them what is needed  
  - are not open to challenge

### Example outcomes reported by coaching clients
- More confidence  
- Greater options  
- Motivated to take action  
- Ability to take different perspectives  
- Awareness of personal impact  
- Ability to handle stress, be more organised  
- Greater emotional intelligence and awareness  
- Strategic direction

### Client List
- Senior directors in Financial Services  
- Governing body of 2 CCG’s  
- Executive board of large private company in publishing and media  
- Director team of Primary Care Trust  
- Directors of Mental Health Trust  
- Directors and heads of service of Mental Health Trust  
- Director team of Foundation Hospital Trust

### Work History
Executive and team coach for last 13 years coaching leaders, directors and senior managers, in private and public sector. Train and supervise coaches for large international coach training company. Background as Chartered Accountant, senior finance roles, trained with Deloitte and sat on board of PLC as Company Secretary.

### Qualifications and Relevant Accreditation
- Professional Certified Coach (PCC)  
- Organisation and Relationship Systems Coach  
- Team Management Profile accredited facilitator  
- NHS Board Development Tool facilitator

### Testimonials
*Daphne was a great role model as a coach and as a woman. She holds such wisdom and compassion with a core strength that ensures no complacency and a sense of real push when needed.*  

*Daphne was able to support me through a very challenging role, enabling me to deal with difficult staffing issues, and to redress a work-life balance appropriately. I gained enormous confidence through the sessions we had, which I carry on in my role now some 12 months later.*
<table>
<thead>
<tr>
<th>Coach</th>
<th>Carole Taylor-Brown</th>
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</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07968 762 273</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:Carole@tamarixpeople.com">Carole@tamarixpeople.com</a></td>
</tr>
<tr>
<td>Based In</td>
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</tr>
<tr>
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**Coaching Background, Experience and Style**

I am an experienced coach working with senior leaders and professionals in the public and third sector. I work in partnership with clients to create a safe confidential space built on high mutual trust and respect - providing challenge through constructive pertinent questions, combined with supportive discussion and reflective thinking space.

**My approach works well for those who…**

...prefer to be stretched and challenged in a supportive environment  
...are open to exploring new approaches and learning from their own experience

**My approach works less well for those who…**

...want to be directed  
...are unwilling to explore new possibilities or take responsibility for themselves / their actions

**Example outcomes reported by coaching clients**

- Better insight into self and impact on others  
- Positive impact on leadership style  
- More reflective and appreciative of wider dynamics  
- Increased emotional IQ and personal resilience  
- Improved influencing skills

**Client List**

NHS including Regional bodies, Clinical Senate, Clinical Educationalists, Acute Hospitals, Community Trusts, and CCGs  
Local Authorities and related organisations  
Charitable Organisations and Social Enterprises

**Work History**

Chair of Trustees, Suffolk Mind  
Senior Visiting Fellow, UCS  
NHS Leadership Associate Consultant  
Local Authorities  
Chair of Audit, Suffolk Housing Association  
Freelance Coach  
NHS CEO and Board Director

**Qualifications and Relevant Accreditation**

- Ashridge College Trained Coach  
- ILM Level 7 Diploma in Coaching  
- Master NLP Practitioner  
- Assessor of Personality in Organisations  
- Accredited Facilitator – ESCI, ILS, OCS, NHS LF

**Testimonials**

“Carole is a hugely knowledgeable, experienced, non-judgemental, challenging and supportive coach – I am pleased to have her as my coach.”  
CEO, NHS

“Carole is effective, accessible and professional; she achieves real change in and with her clients – one of the best coaches I have worked with.”  
CEO, County Council

“Carole has delightful flexibility in the way she approaches her coaching sessions; drawing on an extensive range of techniques she ensured that I was able to get the most out of our sessions.”  
Executive Director, NHS

“Carole - challenged me to think beyond my own previous boundaries and enabled me consider problems from new perspectives for which I thank her.”  
NHS Consultant Surgeon
<table>
<thead>
<tr>
<th><strong>Coach</strong></th>
<th>Michael Thorley</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Telephone</strong></td>
<td>07803 233 280</td>
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<tr>
<td><strong>E-mail</strong></td>
<td><a href="mailto:michaelthorley@transcendconsultancy.com">michaelthorley@transcendconsultancy.com</a></td>
</tr>
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<tr>
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**Coaching Background, Experience and Style**

I am an organisational leader who has 20 years’ experience including as a coach and coach supervisor with a psychotherapeutic, accounting and business background. I work in the public, private and not for profit sectors.

I am supportively challenging and forward looking.

**My approach works well for those who prefer…**

…to understand how they can increase their functioning in the broad context of their whole life and apply this to current work

**My approach works less well for those who…**

…split their work and personal life

…are unable/unwilling to look deeply at their own contribution to events

**Example outcomes reported by coaching clients**

- Understand my role and the impact I have
- Well thought through interventions that are clear, joined up and purposeful
- Increased understanding of how I function with others and how I cope with in difficult situations

**Client List**

- RWE Power
- EDF energy
- London and a regional NHS Area Team
- The Ministry of Defence
- BP
- Shell
- East Cheshire Hospice

**Work History**

- Unilever Commercial Manager
- Consultant in the Leadership of Change (Capita, PwC)
- Joint Partner of Transcend
- Coach and Therapist in Private Practice
- Non-Executive Director in the NHS

**Qualifications and Relevant Accreditation**

- APECS coach, ICF coach and coach supervisor, qualified coach, coach supervisor, accountant and psychotherapist

**Testimonials**

*Michael is supportively challenging and stretching. He is meticulous and very clear about driving outcomes and actions. He has rigour and candour. He is a very clear thinker.*

*He has an ability to understand the values of my organisation and help me develop my leadership aligned to those values.*

*Michael is trustworthy and confidential - he has my best interests at the centre of our relationship but never forgets that we work in a wider organisational setting.*
Coach Dr Mike Munro Turner

Telephone 01684 893 380 or 07875 375 031

E-mail mike@jerichopartners.co.uk

Based In West Midlands

Works In London, West Midlands, South Central, South West

Coaching Background, Experience and Style
I have over 20 years’ experience of coaching executives and directors to improve their performance and that of their organisations. I bring a deep understanding of individual change, managing unconscious processes, and releasing leadership potential to this work. My approach is positive, solution focused, appreciative, and creatively challenging.

My approach works well for those who prefer...
...to be stretched and challenged in a supportive environment
...to learn from their own experience
...to experiment with new approaches

My approach works less well for those who...
...are looking just for advice
...see change as only happening outside themselves, or have no need or reason to change

Example outcomes reported by coaching clients
- Broader, more flexible leadership style
- Bolder and more focused
- Able to work with complexity and ambiguity
- Able to use myself more skillfully
- Clarity about my leadership strengths
- Increased emotional intelligence

Client List
Department of Health
Greater London Assembly
Coventry City Council
Leadership Foundation for Higher Education
HSBC
Oracle
Deutsche Bank

Work History
Accredited coach with the NHS since 2004, working with Chairs, CEs and Directors. Professional coach since 1993 working in the private and public sectors. Previously worked as a psychotherapist and management consultant.

Qualifications and Relevant Accreditation
- Accredited Leadership Coach qualified in Executive Coaching, Coaching Supervision, and Psychosynthesis Counseling
- Certified Management Consultant
- Fellow of the RSA

Testimonials
I’ve been impressed with the depth of Mike’s coaching expertise, which is extensive and cuts across different industry sectors. If you want an alchemical “change experience” which stretches you, I’d strongly recommend him.
Director of Workforce and OD, Foundation Trust

Facilitative, flexible, insightful. Very good at building trust/rapport.
Director of Finance and Information, Foundation Trust

Mike’s coaching accelerated my transition into this new leadership role, enabling me to set and achieve stretching performance targets.
General Manager, Private Sector

Mike’s style is measured and reflective - he provides a calm space to enable me to reflect and analyse. He advises me on areas such as behavioural and organisational psychology, interpersonal dynamics.
Managing Director of Local Education and Training Board
Coach | Eve Turner
---|---
Telephone | 02380 510 697 or 07768 070 361
E-mail | eve@eve-turner.com
Based In | South Central
Works In | London, South East, South Central, South West, East Midlands, West Midlands

### Coaching Background, Experience and Style

Experience from extensive coach and supervisor training, 3000 hours delivery, research and writing encourages me to use many approaches tailored to individual clients. My key tools are listening, supporting, questioning, challenging, and quickly building rapport and mutual respect. Clients value my leadership background as we discuss the extensive changes and challenges they face.

| My approach works well for those who prefer… | …to believe change is possible and to explore strategies for change
| | …to enjoy trying things out
| | …to be supported and challenged
| My approach works less well for those who… | …do not believe change is possible
| | …do not yet appreciate how affirming coaching can be

### Example outcomes reported by coaching clients

- “Re-evaluation of priorities ... changed how I work”
- “Strategies to understand / defuse / manage difficult relationships”
- “Supportive, challenging, objective, positive…opened up possibilities”
- “Regained confidence, increased effectiveness, resilience and proactivity”
- “Team relationship transformed...more comfortable with myself”

### Client List

**Private sector** includes: LCP (financial services); Bath Consultancy Group; Hays Group.
**Public sector** includes: BBC; Universities (e.g. LSE, Southampton); NHS e.g. Hospital Trusts, CCGs, CSUs and NHS England at CEO, Executive Director and Head of Department levels

### Work History

<table>
<thead>
<tr>
<th>Year</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987 – 1999</td>
<td>Radio and Television Manager</td>
</tr>
<tr>
<td>1999 – 2007</td>
<td>Senior BBC Leader of 250 staff, £15m budgets</td>
</tr>
<tr>
<td>2004 onwards</td>
<td>Coaching individuals / teams, facilitating workshops</td>
</tr>
<tr>
<td>2009 onwards</td>
<td>Supervising the work of other coaches</td>
</tr>
</tbody>
</table>

### Qualifications and Relevant Accreditation

- Postgraduate Diploma (Coaching Supervision)
- MBA
- Accredited Master Executive Coach/Supervisor
- Published Writer / Researcher
- MSc (Coaching and Development)
- Psychometric tools e.g. MBTI, Hogan
- 360° facilitator

### Testimonials

**Jane Pike, NHS Executive Director, Dorset**

*I now feel I am a better leader and fully contribute to the executive team. I have exceeded the objectives I set for myself and this has definitely benefited the organisation.*

**NHS Executive Director, Foundation Trust**

*The real benefit was I felt pushed to do the right thing rather than the easy thing…. For the organisation I’ve been successful in delivering my objectives which also applies to patients.*

**University Executive Director**

*The objectives…were all met and I can honestly say I feel much happier, empowered and confident …I have got back control of my life.*

**Manager, Private Sector**

*During the 20 months since I first worked with Eve I have been promoted twice – much of the confidence needed to achieve this has been built through our sessions.*

**Executive Director, NHS**
<table>
<thead>
<tr>
<th>Coach</th>
<th>Judith Underhill</th>
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</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>07793 633 437</td>
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<tr>
<td>E-mail</td>
<td><a href="mailto:Judith@underhillassociates.co.uk">Judith@underhillassociates.co.uk</a></td>
</tr>
<tr>
<td>Based In</td>
<td>East of England, East Midlands</td>
</tr>
<tr>
<td>Works In</td>
<td>London, North East, North West, Yorks and Humber, East of England, East Midlands, West Midlands</td>
</tr>
</tbody>
</table>

### Coaching Background, Experience and Style
An APECS accredited coach, practicing since 2001; I have worked across sectors with senior executives, leaders and managers. Working emergently, intuitively, and pragmatically with my clients, to ensure that choices and decisions taken are aligned to core motivations, values and drivers, using a style that is both challenging and supportive.

### My approach works well for those who...
- appreciate a rigorous, systematic, thought provoking, attentive, open and insightful coaching approach

### My approach works less well for those who...
- require quick fix solutions and those who are not willing to explore at a deeper level

### Example outcomes reported by coaching clients
- Developed a maturity in my thinking and approach
- Reduced anxiety about the imminent organisational upheavals.
- Greater understanding of working relationships
- Increased clarity and focus
- Increased confidence
- Improved communication skills

### Client List
- Public Sector (included Not for Profit private companies)
- NHS Councils
- Higher Education
- Care Quality Commission
- Private Sector: Construction, Manufacturing and Finance Sectors

### Work History
- Established own business / profession coaching practice in 2001
- Accredited coach with the NHS since 2009
- Prior to 2001 worked in senior positions within the finance sector

### Qualifications and Relevant Accreditation
- Professional Doctorate (in progress)
- MSc
- ILM Accredited coaching/mentoring (level 7)
- Dip in Coaching
- Dip in Business Studies
- NHS LQF feedback
- APECS accredited

### Testimonials
**Judith was a real pleasure to work with. Her insights and support were excellent and directly contributed to subsequent success. I wholeheartedly recommend her!**

**Inspiring confidence as somebody who I could trust immediately, providing a confidential environment. An excellent listener helping me “hold up a mirror” to myself providing a deeper/constructive level of self-analysis.**

**Judith helped hugely, supporting me during a difficult time, she was knowledgeable and relevant helping me identify ideas/strategies to my issues – definitely not a “one strategy fits all” approach.**

**Judith is a very attentive coach, able to help me identify my goals and enabled me to push myself to fulfil my potential.**

Go to: List of All Coaches
Coach | Rob Watling
---|---
Telephone | 01159 129 583
E-mail | rob.watling@momentumassociates.co.uk
Based In | East Midlands
Works In | London, North East, North West, Yorks and Humber, East of England, East Midlands, West Midlands

### Coaching Background, Experience and Style

I’ve been an Executive Coach for 10 years, supporting leaders and senior managers across the public and third sectors. My style is supportive, straightforward, and non-judgemental. I help leaders to think creatively about their professional and personal circumstances; to develop their performance; and to sustain this progress beyond the coaching.

### My approach works well for those who prefer...
…to pursue the objectives of their organisation at the same time as they attend to their personal development.

### My approach works less well for those who...
…want easy answers or short cuts.

### Example outcomes reported by coaching clients

- Increased confidence, resilience and self-awareness
- Clearer perspectives on strategic and operational issues
- Handling difficult relationships with individuals and organisations
- Improved work-life balance
- Career planning
- Courage to act wisely

### Client List

<table>
<thead>
<tr>
<th>NHS Trusts and Top Leaders Hospices</th>
<th>CCGs Local Authorities Leading Universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>BBC</td>
<td>UK Sport</td>
</tr>
</tbody>
</table>

### Work History

Over 30 years’ management, teaching, research and coaching in the public and third sectors. This has included posts at Universities of Nottingham and Leicester; BBC, Local Authorities, and charities.

### Qualifications and Relevant Accreditation

MSc in Executive Coaching, Certificate in Coach Supervision, Accredited Executive Coach and Supervisor (Ashridge), BA (1st Class Hons), PhD (Education).

### Testimonials

**Your support has helped me to handle the restructuring process successfully. The coaching has been a vital "safety net" for me, allowing me to work with greater confidence and courage.**

**The sessions have been immensely useful and very skilfully led. I’ve settled into my new role more easily, and look forward to working with you again in the near future.**

**Coaching gives me the time and space to think really creatively. Your work has helped us to transform the organisation and improved the quality of my leadership no end.”**

**Your coaching has improved my confidence, clarified my thinking, committed me to a way forward, and taught me to ask myself the kind of questions a talented coach would ask me.**
<table>
<thead>
<tr>
<th><strong>Coach</strong></th>
<th>Neslyn Watson-Druée</th>
</tr>
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<tbody>
<tr>
<td><strong>Telephone</strong></td>
<td>02082 414 762</td>
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<tr>
<td><strong>E-mail</strong></td>
<td><a href="mailto:Neslyn@beaconorganisationaldevelopment.com">Neslyn@beaconorganisationaldevelopment.com</a></td>
</tr>
<tr>
<td><strong>Based In</strong></td>
<td>London</td>
</tr>
<tr>
<td><strong>Works In</strong></td>
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</tbody>
</table>

**Coaching Background, Experience and Style**
The foundation of my coaching is rooted in the Thinking Environment, Appreciative Enquiry and One Command. My experience is executive, leadership and career coaching. I have coached senior people in the NHS, DH, Welsh Assembly, BBC, Education and Local Authorities.

**My approach works well for those who…**
…want to develop their emotional intelligence, strengthen their vision and confidence …wish to explore their potential and push the boundaries

**My approach works less well for those who…**
…do not want to take action

**Example outcomes reported by coaching clients**
Ability to think independently, to explore limiting assumptions and respond to incisive questions – leading to breakthrough in thinking

**Client List**
- NHS
- Local Authority
- BBC
- Tomorrow’s People
- HSBC
- Pilgrims Hospice

**Work History**
Nurse, Midwife, Health Visitor, Principal Lecturer-Higher Education, Assistant Director of Nursing, Business Psychologist, Business Owner, Non-Executive Director for 25 Years including 10 years as Chairman of NHS Kingston

**Qualifications and Relevant Accreditation**
- Accredited by Association for Coaching
- Time to Think Coach
- www.associationforcoaching.com
- One Command Coach
- www.timetothink.com
- Appreciative Inquiry Coach
- http://tocleaders.com/

**Testimonials**

*My meetings with Neslyn were inspirational. Through her use of occupational psychometrics and also general conversation, some questioning and visualization (including her amazing “One Command®” – very esoteric but do not underestimate its power!) she focused my energies, spotlighted what my strengths are (including how I fit in to a team) and showed me that every experience in life is valuable. I was about to enter a workplace and seriously undervalue myself – something that would take me years to recover, if ever, but Neslyn showed me how to approach that new challenge with confidence and security in my own worth, with a clear focus and an absolute belief in who I am and what I have to offer.*

Neslyn is a consummate professional and has been of great service to me at critical career moments. I have sought her counsel and her wisdom to build, reenergize and discover new paths and purpose in the work that I do. Her considerable experience evokes thoughtful storytelling ideas, coupled with non-judgmental questioning. This method gently guides and allows self-discovery of personal truths. Neslyn is not afraid to combine very traditional and more experiential forms of coaching; delving into aspects of personal power, spirituality, energy and more routine cognitive learning approaches.

Neslyn, God was really showing off when he created you!! I thank you so much for sharing your gifts with me – for holding my hand through this major transformation and guiding me as I step into my power. I pray the universe fills you with life with the love and abundance you truly deserve – I am ready to rise like a Phoenix into my greatness – watch me soar – with your awesome help.
<table>
<thead>
<tr>
<th>Coach</th>
<th>Declan Woods</th>
</tr>
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<tbody>
<tr>
<td>Telephone</td>
<td>07715 580 881</td>
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<tr>
<td>E-mail</td>
<td><a href="mailto:declan.woods@zpdconsulting.co.uk">declan.woods@zpdconsulting.co.uk</a></td>
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**Coaching Background, Experience and Style**
Declan develops leaders, their teams and organisations to take time to think about and get ready for change. He combines his experience as an executive and business leader (across private and public sectors), with deep psychological know-how (State-Registered Psychologist) and advanced coaching skills (Master Executive Coach) to create insights and clarity that help leaders in complex roles deliver change that sticks.

Declan is also Global Head of Accreditation with the Association for Coaching.

**My approach works well for those who prefer...**
- to become change-ready and adapt unhelpful, entrenched behaviours to change
- to identify and leverage their strengths to become even more successful
- to enhance personal resilience to weather organisational life

**My approach works less well for those who...**
- are not committed to, and who do not want, coaching
- are in first-time Manager or simple, linear roles

**Example outcomes reported by coaching clients**
- Insight on the next steps to take to enable transformational change
- Successful transition into new board role and new organisation
- Improved reputation for being an effective board level leader
- Clarity on critical stakeholders perspectives and a plan to communicate with them

**Client List**
- Local Government
- Rio Tinto
- Eversheds
- BCG
- Deloitte
- Barclays

**Work History**
- 25 years leadership experience including:
  - Plc Director and MD of a Global Consulting practice
  - Earlier international career with Foreign Office and LoGov
  - Former faculty member of a London business school
  - Decorated in New Year’s Honour’s List following Army Officer career

**Qualifications and Relevant Accreditation**
- MEd Psychology, Cambridge University
- MSc Clinical Organisational Psychology, INSEAD
- Executive MBA Warwick University
- Accredited Executive Master Coach and Honorary Lifetime Fellow, Association for Coaching
- HCPC Registered Psychologist

**Testimonials**
*The coaching conversations opened up my leadership style and skills. I now prioritise my work and focus on what’s really critical and I have gained more capacity and am more effective in my first Board role.*