

Executive coaching register

July 2011 - August 2013



Coach Name	Page No	East Midlands	East of England	London	North East	North West	South Central	South East Coast	South West	West Midlands	Yorks & Humber
Vicki Abson	3	✓		✓	✓	✓				✓	✓
Ginny Baillie	4			✓					✓	✓	
Louise Buckle	5			✓			✓	✓	✓		
Tanya Chakravarti	6	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Margot Corbin	7	✓	✓	✓			✓	✓	✓	✓	
Martha Creaser	8	✓		✓	✓	✓				✓	✓
Angelique du Toit	9	✓			✓	✓					
Jonathan Gravells	10	✓				✓				✓	✓
Louisa Hardman	11	✓	✓	✓		✓	✓	✓	✓	✓	
Baz Hartnell	12	✓	✓	✓			✓	✓	✓	✓	✓
Penny Humphris	13		✓	✓			✓	✓	✓		
Catherine King	14			✓	✓	✓					✓
David Megginson	15	✓		✓		✓				✓	✓
Mike Munro Turner	16			✓					✓	✓	
Diane Newell	17	✓		✓			✓		✓	✓	
Carole Pemberton	18			✓			✓	✓			
Nick Robinson	19	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Caroline Ryan	20	✓	✓	✓	✓	✓	✓			✓	✓
Louise Sheppard	21	✓	✓	✓			✓	✓		✓	
Eve Turner	22	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Judith Underhill	23	✓	✓	✓	✓	✓				✓	✓
Rob Watling	24	✓	✓	✓	✓	✓				✓	✓
David Webster	25			✓							
Georgina Woudstra	26			✓			✓	✓			

Coach	Vicki Abson
Telephone	07818 422340
E-mail	vicki@firstexecutivecoaching.com
Based in	West Midlands
Works in	London, North East, North West, Yorks and Humber, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Draws on my professional training and extensive experience coaching senior leaders/consultants in the NHS and other complex organisations, (e.g. on transformational change, strategy, leadership). Is tailored to the individual's needs, is challenging, insightful and motivating. Pragmatic and results oriented and 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.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • More effective leadership of complex change • Greater leadership influence, impact and strategic contribution • Delivery of cost efficiencies and productivity improvements • Better team effectiveness and collaborative working
Client List	The NHS – (including Foundation Trusts, SHAs, PCTs and GP Consortiums) Rolls-Royce Group plc Aero Engine Controls Siemens Energy UK Capgemini UK Local Government Education Sector
Work History	Company Director, management consultancy Director of Organisation Development, Rolls-Royce Non-Executive board member, LSC Senior leadership HR/OD roles: – Siemens, NHS Trust & Health Authority University Psychologist
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • MA Hons. MSc., CPsychol BPsS • FCIPD, MBA • APECS Accredited Executive Coach • Licensed Psychometric Testing (MBTI etc.)
Testimonials	
<p><i>"Vicki's insight into the NHS and challenges of board leadership are spot on. Her coaching helped me successfully plan a major change programme".</i> Chief Operating Officer, NHS Foundation Trust</p> <p><i>"Vicki connects to leaders in different situations and contexts, she understands the complexities they face and the challenges of change and transition. I found her coaching invaluable".</i> NHS Trust, Director</p> <p><i>"Vicki's straightforward practical style is spot on. She has helped me think through the tactics around career decisions and check I remain true to my values".</i> Primary Care Trust, Director</p> <p><i>"Vicki's coaching was outstanding. It helped develop my strategic leadership and enabled me to transform the business and improve its performance".</i> Quality & Business Improvement Director in FSTE 100</p>	

Coach	Ginny Baillie
Telephone	01873 890554
E-mail	ginny@ginnybaillie.com
Based in	South West
Works in	London, South West, West Midlands
My coaching background / coaching experience / coaching style	Coach at management and board level. 12 years experience, Master Certified Coach. Style is challenging, up front, a strong ability to hold the space for the client, whatever the situation. Informed and experimental. Interesting approaches that hold clients attention. Attention to client's responsibility for results and subsequent impact on organisation.
My approach works well for those who prefer to	Build their influence in their organisation, dispense with office politics, be a stronger manager and up for being challenged.
My approach works less well for those who	Want more of a mentoring approach or don't have any people to manage.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • "Confidence to develop as a leader my own way, rather than fit in with colleagues expectations" • "Expressing myself more effectively in meetings and am seen as a contender"
Client List	Grant Thornton (finance) Nestle (legal) HEFCE (Public Sector - PS) NHS (PS) Shepherd Moscow (Management consultancy) Castleoak (construction) BT (telecoms)
Work History	Coaching 5 of a board of 10 in private sector to drive change. Public sector manager stress from management. Promotion out of peers into leadership position. Shifts in leader to redevelop department.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Master Certified Coach, International Coach Federation • Arbinger accredited – Leadership & Self Deception • Accredited ILM Coaching Diploma/Certificate 7
Testimonials <p><i>"My influence with my peers has changed, my results are easier and stronger. Office conflicts are now almost non-existent".</i></p> <p style="text-align: right;">Senior Development Executive, International IT firm</p> <p><i>"Once you have identified the issues you face Ginny doesn't let you shy away from them but helps create a framework for you to overcome them".</i></p> <p style="text-align: right;">Senior Manager, National Accountancy firm</p> <p><i>"Had a great meeting with the chief exec and this coaching process made a huge difference to the way I behaved in what might have been a tricky meeting".</i></p> <p style="text-align: right;">Now CEO of National Body</p>	

Coach	Louise Buckle
Telephone	07976 644498
E-mail	louise.buckle@ripplecoaching.co.uk
Based in	London, South West
Works in	London, South East Coast, South Central, South West
My coaching background / coaching experience / coaching style	Has been developing NHS leaders for 20 years, coaching for 9. Coaching MA developed my interest in uncertainty, systems and working with the whole person. Providing support and challenge in equal measure, exploring paradoxes and ambiguities, clarifying wants, developing the clients' resilience, confidence and energy for change.
My approach works well for those who prefer	An exploratory approach, recognising there are no 'right' answers. Challenge and stretch. Creativity, getting beyond logic and rationality.
My approach works less well for those who	Have very specific behavioural objectives or skills based needs.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Clients report increased energy, confidence, resilience, insight, and focus that enables them to engage productively with peers and stakeholders, develop their coaching leadership style and progress their career
Client List	<p>Health clients.</p> <p>Aspiring CE clients from NW acute and mental health trusts (via CIHM), South West PCTs (provider services and commissioning), RCN, a Partnership Trust.</p> <p>Non health clients: KPMG, Cargill, RSA, Sheffield Hallam, Exeter and Cranfield Universities.</p>
Work History	<p>Louise has held development and consulting roles in the NHS, HayGroup and KPMG</p> <p>Worked as coach and OD consultant with trusts, Deaneries and the DH (talent, clinical fellowships and improvement).</p>
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • MA in Coaching • Coaching across Cultures Certificate • Accreditations: NHS LQF, MBTI, EQi. Hay Diagnostics: ECI, Climate, Leadership Styles, Resilience Factor
Testimonials	
<p><i>"Louise gets up to speed and understand situations quickly, having an early impact on self-perceptions. Facilitative and non-confrontational, she is insistent at the right times rather than constantly."</i></p> <p style="text-align: right;">Head of Strategy and Change, Finance</p>	
<p><i>"Louise has a friendly, positive but challenging style. Ability to leave issues with the coachee that enables them to reflect and come to a conclusion."</i></p> <p style="text-align: right;">NHS Director</p>	
<p><i>"Louise is open, supportive, encouraging, non-judgemental, non-directive yet helpful when asked for ideas and responsive to changing needs."</i></p> <p style="text-align: right;">Consultant, NHS</p>	

Coach	Tanya Chakravarti
Telephone	07730 821744
E-mail	tanyachakravarti@blueyonder.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
My coaching background / coaching experience / coaching style	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.
My approach works well for those who prefer	A positive, honest and challenging coaching environment, enabling time to think and develop sustainable strategies for achieving business objectives.
My approach works less well for those who	Like being “given” answers and need a lot of guidance and direction.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Establishing priorities and strategies in new roles • Leading change • Developing key relationships (e.g teams and stakeholders) • Delivering through others • Raising profile/marketing self • Improved Board effectiveness • Sounding board • Improved performance management
Client List	Private sector: Chief Executive, award winning Chambers; Company Secretaries Public sector: Chair of Trustees, Executive Board Directors, Senior Leaders and Managers BBC, Royal Mail, Home Office, Camden Council, NHS (various), British Airways and a National Charity
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	<ul style="list-style-type: none"> • BSc Psychology, UCL • Member CIPD • “LQF Facilitator, 360°, OD and AI” • BBC Coach Foundation course • Post Graduate Certificate, Coaching – iCoach Academy
Testimonials	<p><i>“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.”</i> Chief Executive, Private Sector</p> <p><i>“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 new senior executive.”</i> Board Executive, Public Sector</p> <p><i>“Tanya’s coaching helped uncover issues, blocks and even conflicts and encouraged me to find workable solutions, using my full repertoire of skills, and gain greater personal effectiveness at board level.”</i> Chief Operating Officer, London NHS Trust</p>

Coach	Margot Corbin
Telephone	07768 230547
E-mail	Margot.corbin@absolute.org.com
Based in	London, East of England
Works in	London, South East Coast, South Central, South West, East of England, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	14 years Executive Coaching in private/public sectors – of NEDs / Chairs/CEOs/Executive Directors/GP's; individuals/teams/Boards. Passionate about how individuals deliver great performance, and engage people effectively to achieve this. Clients say my coaching is creative in style and challenge; creates trust and safety so change can happen.
My approach works well for those who prefer	To learn. To choose to be there. 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 can't see the absurdities of life.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Clients settle more quickly into a new role; improve their leadership/management capabilities; build effective relationships; achieve informed choice and through all this deliver increased performance
Client List	Chairs/CEOs/Executive Directors/GP's in NHS PCT/Acute/Mental Health/Amb/Practice/FT SCSs DWP/Executive Directors Home Office US listed Global Professional Services Business CEO FTSE 100 Company General Managers Not for Profit Organisation Executive Director Financial Services startup – backed by a VC Chair/CEO
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/CEO's/Executive Directors/GP's in the NHS, DWP and IPS.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • MSc - research on Leadership • Diploma in Coaching • ICF PCC (working towards MCC) • MBTI, 16pf, FiroB • NHS LQF • NHS Board Development Tool
Testimonials	
<p><i>"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".</i> New Chair, NHS Trust</p> <p><i>"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".</i> CEO, Professional Services</p> <p><i>"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".</i> General Manager, FTSE 100 Company</p>	

Coach	Martha Creaser
Telephone	07721 977156
E-mail	marthacreaser@yahoo.co.uk
Based in	North West
Works in	London, North East, North West, Yorks and Humber, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Martha has coached senior leaders in the private and public sectors for over 12 years and specialises in leadership and career transition. Brings constructive challenge and an empowering style which stems from a belief that we should own and build on our strengths and be authentic in our relationships.
My approach works well for those who prefer	Encouragement to consider new possibilities; thought-provoking questions to gain insight; challenge to ensure choices fit with values and long-term goals.
My approach works less well for those who	Are not willing to do 'homework' in-between sessions; are not willing to step out of their comfort zone; do not value reflection.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Confirmation of leadership strengths • Increased confidence • More able to influence • Increased job satisfaction • Improved relationships • Alternative career options • Coping with challenges
Client List	NHS Top Leaders Programme Wiltshire PCT Sefton PCT National College for School Leadership (Future Leaders) Wiltshire Council Arena Housing Group Co-operative Group
Work History	Currently self-employed, Martha worked as a leadership specialist for 12 years with HayGroup, providing advice to global clients. Has also worked as a financial analyst and operational manager.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Associate Certified Coach (ICF) • MBA • PGDipl Psychology • MBTI • Emotional Competence Inventory • Leadership Styles and Organisational Climate
Testimonials	
<p><i>"Martha is incisive, she listens well and whilst she is supportive in her approach, she is always willing to bring key issues and challenges to the table."</i></p> <p style="text-align: right;">Director, Private Sector</p>	
<p><i>"Martha has been a great listener. I feel I am stronger, confident and able to make future decisions for myself based on key things that are important to me."</i></p> <p style="text-align: right;">Assistant Director, NHS</p>	
<p><i>"Martha helped me to distill my thoughts to be clear on the key issues. This coaching has provided me with my own internal framework for addressing issues and resolving them."</i></p> <p style="text-align: right;">Senior HR Manager, Local Government</p>	

Coach	Angelique du Toit
Telephone	0191 420 2983/07920 462697
E-mail	angelique.dutoit@blueyonder.co.uk
Based in	North East, East Midlands
Works in	North East, North West, East Midlands
My coaching background / coaching experience / coaching style	An experienced coach of 13 years, committed to the development of the profession as a member of the Advisory Board of the EMCC (UK), provider of coaching programmes and researcher of coaching within organisational settings. My style is both challenging and supportive underpinned by personal experience as a senior manager.
My approach works well for those who prefer	To go beyond objectives and to understand how they will sustain transformational change and development in themselves and others.
My approach works less well for those who	Are only goal driven without developing a deeper understanding of themselves and their impact on the wider system.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • 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 roles with confidence
Client List	<p>Global Manufacturer – Strategic Director for Europe Local Authority – 40 Senior Managers, Head of Legal Services NHS Foundation Trust – Chief Operating Officer and Deputy Finance Director University Hospital – Director of Clinical Services and Compliances NHS Foundation Trust – HR Director Print Manufacturer – Managing Director Global Retailer – Director of Finance</p>
Work History	Executive Coach at Director level private and public sector, including NHS. Both senior managers, clinicians and GPs. Design and delivery of leadership programmes, author of books and articles in coaching.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Ph.D. • M.Phil. • MBA • Cert Ed (HE) • Introduction to Personal Construct Psychology and Positive Psychology • MBTI • LQF Facilitator
Testimonials	
<p><i>“A deeper insight into my style of management and leadership. Techniques to gain ownership and commitment from team members and greater variation in my communication style to generate emotional connection.”</i></p> <p style="text-align: right;">Chief Operating Officer, NHS Foundation Trust</p> <p><i>“Relaxed yet thought provoking, the ability to reach deep inside a person’s core getting to the heart of the issues. Her demeanour makes her a credible foil for senior executives.”</i></p> <p style="text-align: right;">Managing Director, Print Manufacturer</p>	

Coach	Jonathan Gravells
Telephone	07971 400696
E-mail	jonathan@fargoassociates.com
Based in	East Midlands, West Midlands
Works in	North West, Yorks and Humber, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	8 years executive coach, following senior manager experience in large organisations undergoing major change. Coached up to CEO in private, public and social enterprises. Helps clients identify what they want, what approaches suit them, and provide the thinking space, structure, support and challenge for them to achieve their goals.
My approach works well for those who prefer to	Clarify priorities, focus on what they can control, see bigger picture, learn to leverage their strengths, manage relationships more effectively.
My approach works less well for those who	Perceive the coaching to be a remedial activity, or favour too narrow a range of perspectives & approaches.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Managing the transition to more senior/strategic roles • Getting the best from change • Renewed sense of self-confidence and agency • Long term career strategy & personal brand • More productive relationships with others.
Client List	Private sector – Corus, Samworth Brothers, May Gurney Public Sector – Leicestershire Constabulary, NHS, various schools & colleges Third Sector – 2 national charities (unable to name for confidentiality reasons)
Work History	<p>Previously HR and line management roles in engineering & brewing sectors 1996-2000 HR Director, Carlsberg UK</p> <p>2000-2003 Group HR Director, Express Dairies Plc</p> <p>2003-Present Director Fargo Associates Ltd. (Independent Consultancy)</p>
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • MA Hons. MSc. In Coaching and Mentoring • CIPD • Licensed Psychometric Testing • E.M.C.C. accredited coach at Master Practitioner level.
Testimonials	
<p><i>“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”.</i> HR Director, Private Sector</p>	
<p><i>“He has high-level senior experience, he is resourcefull/creative in his thinking. He brings structure and challenge to one’s thinking and he has a real interest in one’s own development”.</i> Chief Executive, Social Enterprise</p>	
<p><i>“Put a different perspective on the way I conduct myself as a leader. Jonathan’s way of working means that insight is part and parcel of the coaching session and beyond”.</i> Executive Director, Primary Care Trust</p>	
<p><i>“ 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 my insight and learning”.</i> Clinician, NHS</p>	

Coach	Louisa Hardman
Telephone	0208 540 7883/07790 732596
E-mail	Ljhardman5@aol.com
Based in	West Midlands
Works in	London, South East Coast, South Central, South West, North West, East of England, West Midlands, East Midlands
My coaching background / coaching experience / coaching style	A commended coach working with senior leaders across all sectors to develop lasting insight and effectiveness. Particular expertise in working with leaders in new roles and changing contexts as they create direction from ambiguity, foster engagement and achieve results through complex and testing relationships. Extensive FTSE 100 and healthcare experience.
My approach works well for those who prefer	A rigorous approach that achieves a real difference through a blend of evidence-based tools, creative pragmatism, insight and humour.
My approach works less well for those who	Are looking for off the shelf answers that require less reflection, challenge or change.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Personal and professional self-confidence • Developed my leadership style and approach • Increasing ability to reflect and challenge myself • Progressed a series of difficult relationships and organisational issues
Client List	PCTs Foundation Trusts Mental Health Trusts FTSE 100 Local Authority Central Government Departments BBC
Work History	Careers in law and architecture before finding professional home in psychology. Worked as Organisational Development Manager in housing associations, local government, BBC and Health Service.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • CIPD • Diplomas in HR Consulting • Leading Change • MSc Coaching Psychology (current) • MBTI, FIRO-B, SDI, EI Inventory, NHSI
Testimonials	
<p><i>"Louisa's insightful listening and clear empathy helped to put me at ease and to think about the issues I needed to address more deeply."</i></p> <p style="text-align: right;">Finance Director, Public Sector</p>	
<p><i>"Louisa's constructive, practical approach helped me to find solutions to complicated and delicate problems that I simply would otherwise not have addressed."</i></p> <p style="text-align: right;">Commissioning Director, PCT</p>	
<p><i>"Louisa's ability to focus, facilitate, hold anxiety, challenge and energise as well as care has meant that I am much more able to sustain myself and develop professionally".</i></p> <p style="text-align: right;">Director of Operations, PCT</p>	

Coach	Baz Hartnell
Telephone	07734 359307
E-mail	baz.hartnell@starr-performance.co.uk
Based in	South West
Works in	London, South East Coast, South Central, South West, Yorks and Humber, East of England, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Previously a Managing Director in the private sector, I'm now an experienced coach with a practical outcome focus, having coached and mentored within the NHS for a number of years. I have an MSc in Coaching and an MBA, knowledge and experience which I bring to bear in my work.
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.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • New leadership and management approaches and tools • Greater personal presence • Greater resilience • Improved partnership working • Better holding others to account • Comfort with uncertainty • More influential • Enhanced problem-solving
Client List	Avon and Wiltshire Mental Health Partnership NHS Trust Birmingham and Solihull Mental Health NHS Foundation Trust Dudley PCT Somerset PCT South West Ambulance Service NHS Trust Yorkshire and the Humber SHA
Work History	Previously a Managing Director in the private sector. Within the NHS Baz has undertaken executive coaching, team and board development and has run various leadership development programmes.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • MSc in Coaching (Merit) • MBA (Distinction) • NHS Board Development • LQF facilitator • Level A and B+ accredited • Top Leaders Diagnostic Toolset
Testimonials	<p><i>"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."</i> PEC Chair, PCT</p> <p><i>"Baz's challenging yet facilitative approach enabled me to develop rapidly into my role. I believe I am a better leader and have a better team because of Baz's successful coaching."</i> Director Of Commissioning, PCT</p> <p><i>"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".</i> Chair, Ambulance Trust</p>

Coach	Penny Humphris
Telephone	07900 245408
E-mail	penny.humphris@ntlworld.com
Based in	London, South Central
Works in	London, South East Coast, South Central, South West
My coaching background / coaching experience / coaching style	Has had a management career in the NHS and was a health authority chief executive and Director of the NHS Leadership Centre. Since 2005 she has coached Chairs, Chief Executives, senior NHS leaders, teams and boards to improve their effectiveness. Penny facilitates leadership development programmes, especially for senior clinicians.
My approach works well for those who prefer to	Adopt a practical approach establishing high levels of confidence to support structured reflection and action planning on impact and performance.
My approach works less well for those who	Want to be advised or told what to do and how to do it.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Greater insight • Improved confidence and performance • More effective team leadership • Enhanced partnership working • New directions
Client List	Department of Health Imperial College Faculty of Medicine Kettering General Hospital NHS Foundation Trust Coventry and Warwickshire Mental Health Partnership Trust NHS Hampshire NHS London NHS North West
Work History	Penny worked in the NHS and KPMG and was a health authority chief executive and Director of the NHS Leadership Centre. Penny now works as a consultant and individual/team coach.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • BA, MSc(Econ) • Coaching Diploma – University of Strathclyde/School of Coaching • Licensed/accredited for MBTI • LQF 360 facilitator • NHS Board Development Tool
Testimonials	
<p><i>"Penny helped me to get to the heart of issues, particularly when it was hard to 'see the wood from the trees', and to find my own solutions."</i></p> <p style="text-align: right;">Chief Executive, PCT</p>	
<p><i>"Penny was always supportive and encouraging, but was also very challenging. She is an excellent listener and was very effective in helping me to focus on the right things."</i></p> <p style="text-align: right;">Chief Executive, PCT</p>	
<p><i>"Penny is structured and organised, and focussed on achieving real and deliverable outcomes."</i></p> <p style="text-align: right;">Chief Executive, NHS Foundation Trust</p>	

Coach	Catherine King
Telephone	0131 447 5850/07775 942198
E-mail	cath@inpsych.co.uk
Based in	North East
Works in	London, North East, North West, Yorks and Humber
My coaching background / coaching experience / coaching style	A Chartered Psychologist, experienced in Industrial HR, Career Consultancy, Counselling and Project Management. Coach in public and private sector organisations, NHS, DWP, HM Cabinet Office, Scottish Government. Attentive, incisive and empowering. Supports clients to identify significant issues and instigate change. Clients set the agenda and I steer the process.
My approach works well for those who prefer to	Be put on the spot with a light touch. Be prompted to explore alternative perspectives and interpretations. Be focused yet relaxed.
My approach works less well for those who	Prefer a very structured or formal approach or are unable to commit to the work required by coaching.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • I emerged more confident in my role and more willing to engage with some of my more intractable leadership challenges. • Cath made me challenge my thinking significantly and effectively.
Client List	<p>NHS organisations - PCTs, Acute Trusts, FTs, Ambulance Trusts, Care Commission, Quality Improvement Scotland, NHS Direct, Special Commissioning Group</p> <p>HM Cabinet Office DWP Private Office Universities Scottish Government and Local Authorities Arup International WL Gore & Associates</p>
Work History	<p>Founder & Director, InPsych Business Psychologists Ltd Consultant Psychologist, The Keil Centre Project Manager, NHS 24 Relationship Counsellor, Couple Counselling Scotland Careers Officer, Manchester City Council HR Manager, ICI</p>
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • B.A. (Hons.) Psychology • Chartered Psychologist • Certificates in Coaching Strathclyde University and Ros Taylor Group • NHS Leadership Qualities Framework • BPS Level A and B

Testimonials

"If you hear I got sacked, maybe you overdid on the confidence building – otherwise I think you can regard me as a very satisfied customer".

Director, Public Health, NHS Scotland

"I found your input very astute and very helpful".

Senior Clinician, Acute Trust

"It was relaxed, but the focus never wavered from why the conversation was taking place. You had the knowledge and ability to ask tough questions and support my exploration of these".

Chair, Ambulance Trust

"I wanted help in addressing some specific personal development needs. Cath's advice and helpful challenging enabled me to understand and cope better with work pressures and their impact on my personal life".

Chief Executive of a newly merged PCT

"Being coached had multiple benefits. Cath helped me identify critical issues and constructive approaches. It saved time, helped me cope in a stressful period, and produced successful outcomes for me and my firm".

Fund Manager, Martin Currie Ltd

Coach	David Megginson
Telephone	07970 183785
E-mail	d.f.megginson@shu.ac.uk
Based in	Yorks and Humber, East Midlands
Works in	London, North East, Yorks and Humber, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	I began coaching with a focus on performance, working in organisations where I was a consultant/researcher. Today I focus often on work issues such as relationships, performance management of self and others, and career development. Often, if the client wishes, we explore work/life balance, life purpose and meaningful work.
My approach works well for those who prefer	The coach on tap, not on top. You need reflective space with support and challenge to come to life-changing decisions.
My approach works less well for those who	Want to be told. If you need to be clear all the way through of the outcome, try other coaches.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • “Specific takeaways help – things to implement between sessions.” • “I feel I am grabbing back control of my life.” • “Manage my message; clarify arrangements; help Chair manage Board.” • “A revelatory journey.”
Client List	PCTs FTs Regulatory agency Fast moving consumer goods manufacturing company Construction material manufacturer Civil service department of state Mental health charity
Work History	Emeritus Professor at Sheffield Business School. Founded Coaching and Mentoring Research Unit at SBS. Co-founder European Coaching & Mentoring Council. Extensive coaching, consulting and research with NHS organisations. Author.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Designed MSc Coaching & Mentoring at SBS – run in Sheffield and Switzerland • Visiting role at Bristol, Middlesex Universities • PhD: Lancaster
Testimonials	
<p><i>“David has taken a non-directive, listening and reflecting approach with me. He creates space where I have insights that are prompted and encouraged by him”.</i></p> <p style="text-align: right;">Chief Executive, PCT</p>	
<p><i>“We consider issues ranging from reviewing relationships with the Trust Chair to considering my future career direction. The approach is inquiry and insightful questioning, to develop solutions”.</i></p> <p style="text-align: right;">Chief Executive, Foundation Trust</p>	

Coach	Mike Munro-Turner
Telephone	01684 893380
E-mail	mike@jerichopartners.co.uk
Based in	West Midlands
Works in	London, South West, West Midlands
My coaching background / coaching experience / coaching style	Has over 18 years experience of coaching executives and directors to improve their performance and that of their organisations. Brings a deep understanding of individual change and releasing leadership potential to this work. 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, and 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.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Increased leadership and management effectiveness • Greater self-knowledge • Increased self-confidence and courage • Greater personal flexibility • A clear vision for the organisation • Improved life balance
Client List	Department of Health HSBC Greater London Assembly Oracle Lewisham Council Deutsche Bank Leadership Foundation for Higher Education
Work History	Accredited coach with the NHS since 2004, working with Chairs, CEs and Directors. Professional coach since 1993 working primarily in private sector. Previously worked as a psychotherapist and management consultant.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Accredited Leadership Coach qualified in Executive Coaching Coaching Supervision, and Psychosynthesis Counselling. • Instruments: LQF, NHS BDT, MBTI, Firo-B, Californian Psychological Inventory.
Testimonials	
<p><i>"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."</i></p> <p style="text-align: right;">Director of Workforce & OD, Foundation Trust</p> <p><i>"Facilitative, flexible, insightful. Very good at building trust/rapport."</i></p> <p style="text-align: right;">Director of Finance & Information, Foundation Trust</p> <p><i>"Mike's coaching accelerated my transition into this new leadership role, enabling me to set and achieve stretching performance targets."</i></p> <p style="text-align: right;">General Manager, Private Sector</p>	

Coach	Diane Newell
Telephone	01869 338989, 01865 452631, 07768 352799
E-mail	diane@theOCM.co.uk
Based in	South Central, West Midlands
Works in	London, South Central, South West, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Helps leaders develop their own unique and authentic style. I work to sharpen clients self awareness and organisational understanding, clarify their personal vision and increase their ability to create and thrive in change. I have particular strength in help in technical professional leaders work in wider leadership roles.
My approach works well for those who prefer	A mix of challenge to assumptions and habitual ways of working and support to make and sustain changes.
My approach works less well for those who	Have no desire to make change in their leadership, or seek mentoring based on experience of managing in the NHS.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • ‘Making sense’ of complex situations, understanding their agency, increasing their resilience and adapting their leadership positively. • Developing greater ability and engagement with leadership and the development of others • Individual change at both the behavioural and the transformative level
Client List	Public Sector(included Not for Profit private companies) Department of Health NHS Said Business School (Oxford) Oxford University Press The Health Foundation Private Sector: Masterfoods, Network Rail, Heitman International (Private Equity), Virgin
Work History	I had board-level roles in diverse sectors and locations. Was a coach and partner in a coaching organisation for 10 years before joining The OCM as MD in 2011.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Master Practitioner (EIA) Coach • Appreciative Inquiry Practitioner • Licensed to use MBTI (OPP) and Leadership Development Framework (Harthill) • MBA (LBS) • B. Eng in Chemical Engineering (Imperial College, London)
Testimonials	
<p><i>“Results orientated, effective style, rich experience/examples/metaphors, rich in knowledge of tools and techniques to address varying topics/challenges, powerful ability to make you question, think, reflect & most importantly take informed action”.</i></p> <p style="text-align: right;">Director, Private Sector</p> <p><i>“Diane is extremely good at listening, and then asking questions which help you to find the answers for yourself. She is relaxed and friendly but direct, and sessions with her are always challenging”.</i></p> <p style="text-align: right;">Head of Department, Civil Service</p>	

Coach	Carole Pemberton
Telephone	01273 565640
E-mail	carole.pemberton@coachingtosolutions
Based in	South East Coast
Works in	London, South East Coast, South Central
My coaching background / coaching experience / coaching style	Coaching has been central to my work for over 30 years. During this time I have worked with senior leaders across all sectors, consulted on people issues that come from change, and worked as a researcher in a business school. My style is flexible, always supportive and challenging when necessary.
My approach works well for those who prefer to	Bring themselves 'warts and all' to the conversation, and are willing to move beyond problem analysis to solution creation.
My approach works less well for those who	Are comfortable with analysis of the problem but are not willing to translate thought into action.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Greater clarity about strengths and how to use them • Confidence • Taking actions they would not have taken previously • Feeling they have become a leader rather than having a leadership title
Client List	Imperial College Department of Health Genzyme Biotechnology Royal Bank of Scotland University of Sussex Department of Business Innovation and Skills CIO
Work History	Self employed for 13 years. Prior to this worked with management consultancy PA as a consultant and researcher. Author of a number of management and coaching books.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Advanced Diploma Executive Coaching • Accredited Coach ICF • MA (Education) • Post graduate Diploma Careers Counselling • BPS Levels A and B • Fellow CIPD
Testimonials	
<p><i>"Very empowering, I retain ownership of the issues. Makes me challenge my motivations and assumptions. In a different league to other coaches I have come across."</i></p> <p style="text-align: right;">Director, Department of Health</p> <p><i>"Expertise and experience of coaching at a high level. Good strategic view and helicopter vision."</i></p> <p style="text-align: right;">CEO of Government Agency</p>	

Coach	Nick Robinson
Telephone	0845 838 0863
E-mail	nick@nickrobinson.org
Based in	North West
Works in	London, South East Coast, South Central, South West, North East, North West, Yorks and Humber, East of England, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Helps independent, determined and enterprising leaders to make a real difference, have great impact and easily inspire people without losing their focus or misplacing their passion. Is a Certified Professional Coach, with over twelve years' experience. Clients consistently report reaching their goals and happily refer colleagues.
My approach works well for those who prefer	Choice and possibility, using a fluid and natural approach based on step-by-step procedures and a reliable, proven methodology.
My approach works less well for those who	Are not looking for significant change or improvement, or aren't ready to take responsibility for themselves, their work and others.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Safe environment for "thinking out loud" in a lonely role • Enhance natural leadership strengths • Develop commercial drive • Improve personal/team effectiveness and influencing • Constructive challenge and feedback • Re-energise personal priorities
Client List	Partner, International commercial law firm General Manager Europe, FMCG business Chief Executive, Medium-sized technology company Chief Executive, Commissioning Social Enterprise NHS clients from FTs, other Acute Trusts, PCTs, Mental Health Trust, Ambulance Trust and SHA; at Chair, Chief Executive, Medical Director, Finance Director and Head of Dept levels Director, BBC Sales Director, International Pharmaceuticals company
Work History	Board-level director in public and private sectors. Set-up, grew and sold small international consultancy business. Former chartered accountant. MBA with commendation from top business school. Non-Exec Director at NHS Trust.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Trained with several major UK-accredited coaching schools. NLP Master Practitioner. • Certified Professional Co-active coach – considered 'gold standard' by International Coach Federation.
Testimonials	
<p><i>"Nick is engaging, listening and probing, with an ability to focus on positive behaviours and to motivate change. He has a wealth of experience and empathises with difficult situations first hand."</i></p> <p style="text-align: right;">Chief Executive, NHS Acute Trust</p>	
<p><i>"Nick is open, constructive and approachable, and provides positive challenge. He has wide ranging experience, is perceptive and able to quickly build trust, confidence and rapport."</i></p> <p style="text-align: right;">Chair, Primary Care Trust</p>	
<p><i>"Nick can work with senior people on issues which are demanding and personal to them and their work. His coaching makes you feel supported, composed and proud of yourself."</i></p> <p style="text-align: right;">Finance Director, Private Sector</p>	
<p><i>"Nick's coaching is thoughtful, constructive. You arrive – through your own thinking – at solutions that will work, without feeling 'abandoned'. Never have I felt so energised and confident about complex issues."</i></p> <p style="text-align: right;">Chief Executive, Commissioning Social Enterprise</p>	

Coach	Caroline Ryan
Telephone	0116 259 1096/0777 333 7752
E-mail	caroline@thinkingpartner.com
Based in	East Midlands
Works in	London, South Central, North East, North West, Yorks and Humber, East of England, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Ten years leadership coaching, UK and internationally, frequently with organisations in major transition. Recognised as having a collaborative style, holding space for reflection and open discussions, exploring ideas and strategies, whilst challenging thought processes. Committed to openness, accountability, clarity and focus. Builds confidence in influencing and decision making in unfamiliar territory.
My approach works well for those who prefer	Openness; honesty; a direct, yet respectful exchange in exploring options; enjoy being challenged and stretched, total commitment to the process.
My approach works less well for those who	Want direction; prefer their comfort zones; don't enjoy self-reflection; take themselves too seriously; don't value self development.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Focusing more effectively on key issues • Greater confidence in decision making especially in unfamiliar territory • Affirming thought processes/decision making, through being used a 'sounding Board' • Improved communication /influencing skills, leading to improved work relationships and joint collaborations • Greater confidence handling difficult relationships/conversations
Client List	<p>Network Rail SAP Oracle Newell Rubbermaid National Police Force Centrica British Gas</p>
Work History	An experienced leadership coach with a broad business perspective, having worked at senior level in multiple industry sectors over the past 25 years, both in the UK and internationally.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Coach University, USA • Diploma: Business Performance Coaching • MBTI • 360 Feedback (inc Booth 360) • NLP • Executive Team Alignment • ACC (Associate Certified Coach) • Situational Leadership II
Testimonials	
<p><i>"Caroline is insightful, supportive, yet relentlessly challenging in her style. Through coaching, I was able to significantly improve my influencing skills, resulting in greater success in our collaborative ventures."</i></p> <p style="text-align: right;">MD Large SME – Services Sector</p>	
<p><i>"Whoever said that growth is uncomfortable hasn't been coached by Caroline. Whilst generating significant forward movement in multiple projects and some powerful realisations, I also very much enjoyed the process."</i></p> <p style="text-align: right;">Director, Fortune 500 Company, USA</p>	

Coach	Louise Sheppard
Telephone	0208 944 8465 /07932 610393
E-mail	louiseshppard1@btinternet.com
Based in	London
Works in	London, South East Coast, South Central, East of England, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Has a background in business, management consulting and leadership development. Has been coaching for 15 years including NHS Executive Directors and GP leaders. Louise's coaching enables busy, talented leaders to have vital space to reflect upon their choices, think through strategic decisions and address their self limiting beliefs.
My approach works well for those who prefer to	Feel supported by their coach. Explore issues from a variety of angles. Experiment. Receive feedback. Reflect upon their learning.
My approach works less well for those who	Do not take responsibility for their issues. Want to be told what to do. Do not believe in empowering others
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Developed more confidence in my leadership style • More influential in board meetings • Increased focus and effectiveness • Clarity about career decisions • Raised self awareness and well being • Able to coach others
Client List	Royal College of Physicians Citi Hammerson BP London University NHS Direct KPMG
Work History	Currently coaching Executive Directors and GP leaders in the forefront of change. Facilitated an action learning group for GPs. Has worked in Unilever and PricewaterhouseCoopers.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • MA Professional Coaching • Bsc Economics/Politics • Member of EMCC and CIPD • Qualified to use LQF, MBTI, FIRO-B • Coaching Supervisor
Testimonials	
<p><i>"Louise supported me to find a clear role in the change agenda, to develop my envisioning skills and to manage the difficult decisions that I needed to take".</i> Executive Director of Operations, NHS Trust</p> <p><i>"Louise was extremely professional. She asked great questions and listened well. She quickly understood the complex working environment and the personal issues that I was facing."</i> Senior Executive, Private Sector</p> <p><i>"Louise provided a neutral space where I could gain some perspective, facilitated some useful 360 feedback on my leadership style and developed my strategies for influencing and my confidence."</i> GP and Medical Director, PCT</p>	

Coach	Eve Turner
Telephone	023 8051 0697/07768 070361
E-mail	eve@eve-turner.com
Based in	London, South Central
Works in	London, South East Coast, South Central, South West, North East, North West, Yorks and Humber, East of England, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Experience from extensive coach/supervisor training, 1500 hours delivery, academic research and writing encourages me to use many approaches tailored to individual clients. My key tools - listening, supporting, questioning, challenging, quickly building rapport and mutual respect. Clients value my leadership background as we discuss extensive changes and challenges they face.
My approach works well for those who	Believe change is possible. Explore strategies for change. Enjoy trying things out. Be supported and challenged.
My approach works less well for those who	Don't believe change is possible. Don't yet appreciate how affirming coaching can be.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • "Re-evaluation of priorities changed how I conduct work." • "Strategies to understand, defuse/manage difficult relationships" • "Supportive, challenging, objective" • "Opening my eyes to possibilities" • "Regained confidence" • "Increased effectiveness" • "Helped be proactive and positive"
Client List	Private sector clients include: LCP; Ince & Co; Conservative Party Public sector clients include: BBC; Learning & Skills Improvement Service; Universities NHS including Hospital Trusts, PCTs and Mental Health Partnerships at CEO, Director and Head of Department levels
Work History	1987-1999 Manager in radio and television 1999-2007 Senior BBC leader: 250 staff/£15m budgets Coaching since 2004 including coaching individuals and facilitating leadership teams 2009 onwards Supervising the work of other coaches
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • Postgraduate Diploma (Coaching Supervision) • MSc (Coaching and Development) • MBA • LQF facilitator • Psychometric tools e.g. MBTI, Firo B, Hogan • AC accreditation • Published writer
Testimonials	
<p><i>"Eve is a very gifted coach and facilitator with uncompromisingly high standards of practice and delivery who truly works to the client's agenda".</i> Executive Director, PCT</p> <p><i>"By supporting, encouraging and believing in my ability Eve helped me increase my effectiveness to achieve objectives, develop more strategic vision, become more confident and see things from different angles".</i> Manager, Private Sector</p> <p><i>"The objectives...were all met and I can honestly say I left (sessions) feelings much happier, empowered and confident than at the start...I have got back control of my life".</i> University Executive Director</p> <p><i>"It has been both enjoyable and challenging. I have really experienced the benefits of reflection, developed my skills and knowledge and feel much more confident now in my leadership role".</i> Board Director, Public Sector</p>	

Coach	Judith Underhill
Telephone	07793 633437
E-mail	Judith@underhillassociates.co.uk
Based in	East of England
Works in	London, North East, North West, Yorks and Humber, East of England, East Midlands, West Midlands
My coaching background / coaching experience / coaching style	Has been an Executive coach for 9 years and during that time have worked with CEO's and Leaders in both the private and public sector. 27 years of business experience in senior management and consulting roles brings both a strategic and practical perspective to my work.
My approach works well for those who prefer	A flexible and adaptive style with a calm, thoughtful and highly supportive presence. I combine empathy and intuition with constructive challenge to ensure to best possible results for my clients.
My approach works less well for those who	Require 'quick fix' solutions and those not willing to explore at a deeper level.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Helped to develop my personal approach to situations/problems • More mature in my thinking and approach • Reducing anxiety about the imminent organisational upheavals. • Greater understanding of business relationships • Improved confidence to actually do the job
Client List	Northern Rock Zurich Insurance Company NYK Logistics University of Central Lancashire Commission for Social Care Inspectorate (Now Care Quality Commission) Hampshire PCT Nottinghamshire NHS
Work History	After 20 years in financial services holding senior positions I established my own business in 2001. Worked in both private and public sector coaching at senior levels.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • MSc Surrey University • ILM Accredited Centre and Facilitator coaching/mentoring (level 3 – 7) • Dip in Coaching/Performance Coaching – Newcastle/Surrey College • Certified Business Practitioner of NLP • Dip in Business Studies – Durham University Business School
Testimonials	
<p><i>"Judith has helped enormously during a period of enormous change, keeping me focussed on what really matters. If results are the measure, income over the past 6 months has soared".</i></p> <p style="text-align: right;">Director, Private Sector</p>	
<p><i>"Supportive. Facilitative. Helpful. Focussed. Good listener. Supporting at a senior level helping you to articulate and understand your key issues and reach resolutions without being overtly directive or obtrusive".</i></p> <p style="text-align: right;">Director, Public Sector</p>	
<p><i>"She has helped me overcome barriers I was facing in my career and helped me increase the efficiency and profitability of my business. A well organised, focused and professional individual".</i></p> <p style="text-align: right;">Operations Director, Private Sector</p>	

Coach	Dr Rob Watling
Telephone	0115 9129583
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
My coaching background / coaching experience / coaching style	A qualified and accredited Executive Coach with over 30 year's management experience. My coaching is creative, supportive and non-judgmental using a range of techniques to match my clients' individual needs. I am committed to the future of the NHS and enjoy working with its current and emerging leaders.
My approach works well for those who prefer	To pursue the objectives of the NHS at the same time as they address their own strengths and development.
My approach works less well for those who	Are unwilling to experiment with new ideas.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Increased confidence • Improved clarity and focus • Clearer on objectives and how to achieve them • Better life/work balance • Effective transition to new post • Handling difficult relationships
Client List	<p>Directors and Assistant Directors, NHS Trusts Consultant in Public Health Medicine, NHS Senior Clinical Advisor, NHS International Operations Manager, BBC Head of Annual Report and Accounts, Major UK Public Body CEO, Leading UK Public Sector Training Organisation CEO, International Development Charity</p>
Work History	<p>Community Arts Local Government Higher Education, and BBC Has worked with the NHS As an academic researcher; with community groups and Unions Formed his own executive coaching consultancy in 2006</p>
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • PhD • MSc (Executive Coaching) • BA Accredited Coach with NHS • Ashridge, BBC • NHS LQF feedback • Member Association of Coaching; FRSA
Testimonials	
<p><i>"Really helpful (as always). I mean that. You've helped me to crystallise this programme and I'm not sure that other people could have done that".</i> Assistant Director, NHS</p>	
<p><i>"He has integrity, experience, warmth, and professionalism. He gives me confidence, and clarity of thought. The key outcome is to show me how to resolve issues myself".</i> Senior Academic</p>	
<p><i>"Rob has transformed my approach as Chief Executive and improved business outcomes. He uses empathetic listening and has an ability to probe and challenge; while not straying into therapy".</i> CEO, Training Organisation</p>	

Coach	David Webster
Telephone	020 8941 1424/07976 676472
E-mail	david@thecentreforteams.com
Based in	London
Works in	London
My coaching background / coaching experience / coaching style	I am a commercially oriented business psychologist and have been coaching senior leaders and their teams, and developing and supervising coaches since 1997. My clients include commercial, charitable and health sector organizations. My approach is calm and respectful as well as performance focused, action-oriented and challenging.
My approach works well for those who prefer	A collaborative approach, who seek insight from conversations about performance and development to enable them to make effective choices.
My approach works less well for those who	Seek a directive approach, where the expectation is that the coach will actively lead the individual in their decision making.
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Greater clarity of role and focus in day to day activity • More confidence in their roles • More effective team leadership (of their own teams) and team membership (of the team of which they are a part - Boards, Executive) • Greater understanding of the qualities they bring and how to deploy them effectively • An ability to regulate their own behaviour and their impact on others • Progress with specific business objectives
Client List	The British Red Cross The Kings Fund National Grid EDF Energy Plc Starbucks UK & Ireland Department of Health NHS Institute/NHS Trusts /PCTs
Work History	Early work: Price Waterhouse, IBM & Forte Plc, ITC International (consultancy) Since 1996: The Work Foundation, The School of Coaching (Managing Director 1999-2002) Now: Managing Director, The Centre for Teams Ltd.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • B.A. (Hons), MBA, MSc Occupational Psychology (completed Summer 09) • Certificate in Performance Coaching (University of Strathclyde) • Coaching Supervisor (Bath Consultancy) • Board Development Tool & LQF (NHSI); various psychometrics
Testimonials	
<p><i>"David has credibility and gravitas with CEOs and other senior leaders, gently challenging but also very supportive. I have no hesitation in recommending David to other leaders".</i></p> <p style="text-align: right;">CEO, Foundation Trust</p>	
<p><i>"David is a very good coach. He adapted and changed depending on what I needed, whilst always coming back to the performance and development objectives agreed ensuring clear conclusions and actions from each session".</i></p> <p style="text-align: right;">Director, FTSE 100</p>	
<p><i>"The value to the organisation has been my increased effectiveness and that of my team. This was powerful and helpful".</i></p> <p style="text-align: right;">Director, PCT</p>	

Coach	Georgina Woudstra
Telephone	0207 812 7120
E-mail	georgina@wisdom8.com
Based in	London, South East Coast, South Central
Works in	London, South East Coast, South Central
My coaching background / coaching experience / coaching style	18 years Executive Coaching in public sector and corporate, across most industries. Coaches new and emerging CEOs and Board-Level Executives on a 1:1 basis and specialises in coaching Boards and Senior Leadership Teams. Clients say: "strong presence and credibility", "experienced and wise", "'sees people", "extraordinary empathy", "gently challenging", "transformational".
My approach works well for those who prefer	Authentic Leadership. Finding the courage to align their leadership behaviour to the beliefs that they ascribe to.
My approach works less well for those who	Don't have 'skin in the game' Don't want to dramatically increase their self-awareness
Examples of Outcomes clients report from their coaching	<ul style="list-style-type: none"> • Greater self-awareness, and the ability to self-manage more effectively • Appreciation of personal drivers, behaviours, and attributes resulting in clarity and direction. • Clear prioritisation, clarity of thinking and decision-making
Client List	Senior executive clients in McKinsey Thomson Reuters Lambeth Borough Council TK Maxx City of London Council Barclays NHS Hampshire
Work History	Currently Co-Founder of Wisdom8 Ltd. Prior to coaching, founded and grew several diverse entrepreneurial firms. Whilst always CEO or Managing Director, also gained substantial experience across most senior executive domains.
Qualifications and relevant accreditation	<ul style="list-style-type: none"> • ICF Professional Certified Coach (PCC) • Diploma Advanced Coaching • MA Change Management (p1) • PG Dip Business Research. Tools: • LEA 360 Personal Directions • Bar-On EQi • MBTI
Testimonials	
<p><i>"I've never experienced such powerful, guided reflection before".</i> CEO, NHS. Workforce Development Confederation</p> <p><i>"Georgina makes you feel at ease yet challenges you to find answers within yourself. She is a good sounding board bringing a wealth of experience to the coaching relationship".</i> Managing Director, Electronics Company</p> <p><i>"Georgina has a challenging and incisive style that gets you to explore areas you wouldn't by your own devices! Her coaching is action –orientated towards achievement of desired results".</i> Managing Director, Global Bank</p>	