



# .COACHES

## Chris Welford



### Pre-coaching background

HR manager, management consultant, company director

### An ideal client would be

An intelligent, spiky, challenging senior leader who is struggling under the weight of what s/he has to do and who is paying little attention to self-care!

### What I don't like doing

Being a substitute for good performance management or going through the motions with someone who has simply been sent

### Style

Informal but focused; enquiring and compassionate but definitely challenging

### Location

North West England, but works internationally

### Relevant qualifications

- BSc., MA, AFBPsS, MCIPD, MBACP, PPABP
- NLP Practitioner
- Mental Health First Aider
- Practicing Psychotherapist (TA/Integrative) BACP Reg.

### Industry sector experience

Banking, FinTech, Engineering, Outsourcing, Public Sector, Law and Professional Services

### What makes me different?

Being a practising psychotherapist and blending in business psychology and organisational awareness; working with hidden emotional blockers and getting to root causes. Co-author of Staying Sane in Business and Mind Body Balance in Business

### Languages

English

## Jackie Sykes



### Pre-coaching background

HR and management consultancy, business psychology, psychometric research and test publication, company director

### An ideal client would be

Individuals who are passionate about personal development e.g. raising their self-awareness, enhancing their wellbeing and achieving their full potential

### What I don't like doing

Working with people who have been sent for coaching and don't value it!

### Style

I take a positive, active listening approach that supports the individual's self-discovery through insightful questions, genuine interest, challenging reflections, and targeted skills practice

### Location

South East England, but works internationally

### Relevant qualifications

- BSc., MSc., C.Psychol., AFBPsS, CSci, FCIPD
- HCPC Registered
- NLP Practitioner
- Mental Health First Aider
- Psychotherapist
- Qualified in a wide range of psychometric tools

### Industry sector experience

Outsourcing, Public Sector, IT, Professional Services, Financial Services, Third Sector and Media

### What makes me different?

I'm a pragmatist; a driven and positive person who turns ideas into action. It's my belief that we are all capable of so much more: individually and collectively. My goal is to help to enable my clients to be the best possible versions of themselves they can be. I am co-author of *Staying Sane in Business* and *Mind Body Balance in Business*

### Languages

English

## Rosemary Sandham



### Pre-coaching background

Chief Executive, Consultant

### An ideal client would be

Those wanting to develop a highly effective, influential & impactful leadership style

Managing transitions – moving into larger roles

### What I don't like doing

Working with someone who won't engage with coaching

### Style

Working in an integrative, non directive way that is supportive and also challenging. Encouraging creativity & reflection. Interested in neuroscience and interpersonal neurobiology and the importance of an integrated mind for high performance.

### Location

London and the south, nationally and internationally

### Relevant qualifications

- BSc, MA, BA (Hons) AC, MBACP
- Accredited Executive Coach- Institute of Leadership & Management (ILM Level 7) Career Coaching - Management Futures
- Accredited Action Learning Facilitator-ILM
- Qualified Practitioner for Firo Instruments - Human Elements
- NLP Practitioner
- Mindfulness teacher, (MBSR, MBCT), Mindful Self Compassion teacher- Mindfulness for Work, TME, Chartered Management Institute Recognised. Practicing psychotherapist

### Industry sector experience

Corporate sector, inc, Law, Financial, Banking, Tech, Energy, Engineering, Media, Museums, Medical. NHS, Public sector, Charities, Local Authorities, Housing, Retail.

### What makes me different?

Possessing the 4 core executive coaching competencies; extensive business experience, high level coaching skills, organisation knowledge & an understanding of the psychological perspective. Psychotherapy experience enables work across the psychological spectrum which combined with transformational coaching can lead to profound lasting change.

I also bring mindfulness to coaching which can provide powerful tools for enhancing focus, resilience and presence.

### Coaching can help

Executive coaching is designed to produce positive change within a limited time frame.

Coaching provides a space which creates time to think and explore ideas.

The coach can motivate the motivator. Improving the performance of the most influential people in the organisation means you create a positive influence on the rest of the staff.

You can also effectively manage complexity and change

Coaching is not a soft option, people are challenged to develop themselves, relinquish limiting beliefs and encouraged to achieve success.

### Languages

English

# James Beevers



## Pre-coaching background

Occupational Psychologist in

- Banking
- Niche Consultancy
- Executive Search
- High Growth psychometrics / consultancy firm

## Years of coaching experience

20

## An ideal client would be

Open to development, prepared to experiment and willing to think about their thinking

## What I don't like doing

Being invited to persuade somebody that they are not perfect

## Style

Informal, fun and forgiving but focused. Helping the client make progress while acknowledging perfection may be an unrealistic aspiration

## Location

London, but works internationally

## Relevant qualifications

MSc Occupational Psychology

BSc Psychology

BPS Chartered

HCPC registered

Trained in:

Acceptance & Commitment Therapy

Cognitive Behavioral Therapy

Accredited trainer: Hogan Assessment Systems

## Industry sector experience

Currently

- Sports (Football & F1)
- Government
- Property Services
- Charity

Historically

- Financial Services (Banking, insurance)
- Engineering / Engineering Consultancy
- Government
- Property
- Retail
- Professional Services
- Gaming / Betting

## What makes me different?

My experiences of building and leading teams through challenging times and holding P&L responsibility means I can understand situations leaders face as well as apply the models and methods of my professions.

I am informal and effective at building trusting relationships. Some people call this being “Northern”!

## Languages

English

## Kyle Davies



### Pre-coaching background

Management consultant and chartered occupational psychologist, company director

### An ideal client would be

A senior leader or executive who is dedicated to enhancing their performance and wellbeing. This individual is committed to exploring deeper self-awareness to unlock latent potentials and achieve excellence in both their professional and personal lives. They are proactive in seeking personal growth, conscious leadership, and sustainable success

### What I don't like doing

Working with clients who are not fully committed to their growth and development, lack motivation, or are unwilling to explore new possibilities. I prefer to engage with individuals who are eager to take an active role in their journey towards achieving their fullest potential

### Style

Insightful, empowering, and transformative; I combine a challenging yet supportive approach with deep self-awareness to unlock potential. My style is professional yet approachable, fostering conscious leadership and sustainable growth within complex business environments

### Location

UK wide and internationally via MS Teams and Zoom

### Relevant qualifications

- BSc Psychology, MPhil Applied Psychology
- Chartered Psychologist and Associate Fellow of the British Psychological Society
- Psychometric assessment qualifications
- NLP Practitioner and Master Practitioner certifications
- Diploma and Advanced Diploma in Ericksonian hypno-psychotherapy and various other therapy certifications

### Industry sector experience

Media, Law, Finance, Professional Services, Public Sector

### What makes me different?

I excel in unlocking innate potential by integrating executive coaching with deep therapeutic insights. My approach simplifies complex challenges through enhanced self-awareness and promotes conscious leadership, driving both individual and organisational performance.

With a solid background in management consulting and extensive experience as a practicing therapist, I offer a unique perspective that addresses both the visible and underlying factors affecting workplace dynamics. This dual expertise enables me to foster improved employee engagement, reduce burnout, and enhance leadership capabilities, ultimately contributing to sustained business success.

### Languages

English



## Dr Lizzy Bernthal



### Pre-coaching background

Registered nurse and midwife including mentor, senior lecturer and researcher in resilience, wellbeing, ethics, team building and cultural change; 25 years as Nursing Officer in the British Army

### An ideal client would be

An individual who feels that they are self-sabotaging their limitless potential and success and/ or feeling vulnerable and overwhelmed, particularly if a senior leader

### What I don't like doing

Coaching an individual who does not wish to be coached

### Style

Supportive, partnering, relaxed, focused; compassionate and challenging

### Location

West Midlands – can work all over UK and internationally

### Relevant qualifications

- BSc., PhD, PFHEA
- ICF Certified Coach
- NLP practitioner
- Certified Master Practitioner Coach in Attitude Change Technology
- Reiki Practitioner

### Industry sector experience

Construction, Retail, Hospitality, 3rd Sector, Armed Forces in UK, Pakistan, India, Jordan

### What makes me different?

I have a blend of skills and experience gathered from having supported individuals in UK and abroad in a variety of contexts and cultures in the most austere environments during 25 years of military experience. My wide research, teaching, leadership coaching, mentoring and editorial portfolio enables me to blend psychology and organisational awareness; working with hidden emotional blockers and getting to root causes while supporting clients with a variety of needs. I have also published widely and am an international motivational public speaker

### Languages

English

## Lynn Dowding



### Pre-coaching background

#### Strategic HR:

(Talent Development, Employee Relations, Performance & Engagement)

**Learning & Organisational Development:** (Leadership & Talent Development, Mentoring and Coaching Programmes)

#### Wellbeing Therapist

(Reflexology, Emotional Freedom Technique, Massage)

#### Dance Teacher

### Years of coaching experience

19 (30 years' HR/OD experience)

### Level

Silver

### An ideal client would be

An individual who has any of the following requirements:

- wants to increase their personal awareness.
- feels stuck at work and unsure about their next steps.
- seeks personal development or career growth.
- wants to understand his/her strengths.
- seeks help with improving their personal wellbeing.
- is struggling with burnout or overwhelm.

### What I don't like doing

Clients who have been forced to attend coaching.

### Style

Berkshire – works globally

### Location

London and the south, nationally and internationally

### Relevant qualifications

- Fellow of the CIPD
- MA in Managing Change and Organisational Learning
- Professional Coach (Member of International Coaching Federation)
- Gallup Certified Strengths Coach & StrengthScope Practitioner
- NLP Master Practitioner
- Massage Therapist/ EFT Practitioner and Reflexologist

### Industry sector experience

Technology, Engineering, Outsourcing, Public Sector, Sales & Marketing, Utilities, Voluntary Sector

### What makes me different?

Putting people at the heart of my work; bringing pragmatism and intuition in an organisational context to create personal engagement. Focusing others on what they do well and bringing alternative perspectives to help them find their best way forward.

### Languages

English



## Shefali Sharma



### Pre-coaching background

Clinical services facilitator, business psychology consultant and company director

### An ideal client would be

Someone hungry to learn about and develop him/herself; somebody who is vulnerable, e.g. who feels they are being bullied/have been accused of bullying; a person who has lost his or her confidence, perhaps struggling with work life balance issues or suffering from stress

### What I don't like doing

Working with people who use coaching as a tick-box exercise, who don't engage with the coaching process

### Style

Warm and patient, I build rapport quickly and I'm observant and incisive to get to the core of the issue and very keen to empower people to find their own solutions

### Location

East Anglia and London

### Relevant qualifications

- BSc., MSc., AFBPsS., C.Psychol.
- Certificate in Business and Executive coaching
- Diploma in Body Psychotherapy

### Industry sector experience

Accountancy, Business & Finance, Banking, Utilities, Healthcare, Construction, Environment, Academia, Retail

### What makes me different?

A background in business psychology, coaching and body Psychotherapy enables me to integrate body and mind by detecting a person's defence system early on, adapting my style accordingly to raise awareness, in order to achieve sustainable change

### Languages

English

## Natalia Zalesinska



### Pre-coaching background

HR business partner, HR consultant, currently also heads up the Academy of Executive Coaching (AoEC) Poland

### An ideal client would be

An inspirational, passionate leader who wants to turn drive into thrive and open to unlocking every facet of their potential to creatively embrace both opportunities and challenges to achieve new, extraordinary results and make a positive impact

### What I don't like doing

Working with clients who are not open to self- development

### Style

Holistic, informal, empathetic and challenging

### Location

UK and Poland

### Relevant qualifications

- MA in Occupational Psychology
- MA in Human Resource Management
- NLP Master Practitioner
- Generative Coach
- Shadow Coach
- Advanced Diploma in Executive Coaching (accredited by EMCC, AC, ICF)

### Industry sector experience

Banking, Financial Services, Entrepreneurs

### What makes me different?

I blend the latest, cutting edge coaching methodologies, with scientific research and common wisdom.

I work holistically with all elements of intelligence – verbal and visual, individual and collective, somatic and mind – in order to master self-awareness, harness potential, foster new creative results and solutions and achieve lasting and deep transformational change

### Languages

English, Polish

## Susan Townsend



### Pre-coaching background

Operational manager, project management consultant

### An ideal client would be

A progressive leader who is interested in exploring different perspectives and continuous development of 'self' and others in the organisation

### What I don't like doing

Being an alternative for good performance management

### Style

Encouraging, energetic and empowering focus on individual development and action

### Location

North West England

### Relevant qualifications

- NLP Practitioner
- Mindfulness-Based Stress Reduction MBSR
- Executive & Personal Coaching Diploma
- Advanced Holistic Hypnotherapy (D.A.H.Hyp)
- Certification in Person Centred Counselling

### Industry sector experience

Private – Healthcare and Professional Services. Public - Manufacturing, Education and Charity sectors

### What makes me different?

By placing resilience and holistic wellbeing at the core of my coaching; creates a safe, non-judgemental and supportive environment for individuals to discover, grow and flourish

### Languages

English

## Anna Rowan



### Pre-coaching background

Aer Lingus cabin crew member and instructor, childcare worker for children in care, leadership and management development

### An ideal client would be

A person who wants to challenge themselves and wants to fully engage with and trust in the coaching process

### What I don't like doing

Working with people who attend coaching to tick the box or appease their manager

### Style

My coaching style is flexible based on the requirement of the coachee and the level of challenge appropriate. I listen intently with eyes, ears and heart and play back what I hear and sense. I offer this back to the coachee as data that generally opens doors to deeper and real issues

### Location

I am based in Dublin and work internationally

### Relevant qualifications

- Dip in Executive Coaching: Smurfit Business School UCD
- Team Coaching: Ashridge College
- MSc Occupational Psychology: University of Leicester
- BSc Psychology: Open University
- Psychometric Profiling: Levels A and B
- Advanced Dip in Exec Coaching: Smurfit Business School UCD (currently)

### Industry sector experience

Finance, Aircraft Leasing, Pharmaceutical, Education, Retail, and Management Consultants

### What makes me different?

I uphold unconditional positive regard while challenging the coachee. I use a strong person-centred approach. I am direct with a caring nature. Whatever data I hold about the coachee (and deem to be useful to the coachee) I share with them. I use many creative approaches when and where appropriate

### Languages

English

## Jan Houben



### Pre-coaching background

IT services, education, public administration, healthcare, management of an IT and organisational consultancy firm

### An ideal client would be

Intelligent and upcoming senior leaders seeking to find new ways of dealing with their tasks, improving their relationships, exploring their values and enhancing their self-care

### What I don't like doing

Instructional coaching at a basic level

### Style

Direct and sometimes challenging, but always supportive and open-minded

### Location

The Netherlands

### Relevant qualifications

- MSc (Pedagogy)
- Bachelor (Public Administration)
- Nyenrode University, Management of Professional Organisations
- Erasmus University of Rotterdam, Brain in the Boardroom
- Ashridge Hult, Executive Team Coaching
- Nyenrode University, Program for Surveillance (two tier boards)

### Industry sector experience

Healthcare Professional Services (e.g. IT and Information Services), Public Administration, and Education

### What makes me different?

Being a social scientist by background I am curious about what people say versus what they actually do. I try to help them find a good balance between values and selfcare in respect to their tasks and relationships. I am expert in board dynamics, especially in healthcare and public services

### Languages

Dutch, English

## Johanna Grosgrin



### Pre-coaching background

International marketing, Leadership Training, Assessment and Management Development Consulting

### An ideal client would be

My ideal clients are leaders navigating pivotal moments in their careers. This includes:

- Leaders in transition or stepping into new roles,
- Senior female leaders seeking clarity and confidence,
- Leadership teams improving teamwork and alignment,
- Leaders reflecting on and refining their leadership style,
- Technical Leaders needing to improve relational skills

### What I don't like doing

Coaching thrives on collaboration, engagement, and a willingness to question yourself and embrace change. I prefer working with clients who are ready for this journey.

### Style

Personable, pragmatic, professional, confronting with support

### Location

France, on the border of Switzerland, working internationally

### Relevant qualifications

- MSc international business (Finland)
- Master Practitioner of Voice Dialogue (3-year coaching specialisation) (France)
- Team Coaching (UK)
- ICF PCC and ACTC credentialed
- Certified in many psychometric tools
- Certified Coach Supervisor

### Industry sector experience

Manufacturing, Banking, European organisations, High-tech, Pharmaceutical, FMCG, professional services, Engineering and contracting, IT

### What makes me different?

My ability to quickly put people at ease creates a safe and open environment where they feel comfortable sharing freely. I bring a calm and grounded presence, paired with thought-provoking questions, to challenge their thinking and uncover new perspectives. With over 20 years of leadership development experience, I provide practical insights and strategies that support them in becoming confident, impactful leaders.

### Languages

French, English, Finnish



## Wilfried Claus



### Pre-coaching background

International strategic management consultant and senior executive

### An ideal client would be

Members of a management or supervisory board in business or public organisations who are looking to explore personal development opportunities

### What I don't like doing

Writing long reports

### Style

Inspiring and insightful with deep listening skills, I enjoy sparring with people on personal and business issues

### Location

The Netherlands and Belgium

### Relevant qualifications

- Catholic University Leuven, Masters in Psychology
- Columbia University, Executive MBA
- Instead, Challenge of Leadership
- Ashridge, Team coaching

### Industry sector experience

ICT, High Tech, and High-Performance Material

### What makes me different?

Having spent half of my career as a consultant for a broad range of organisations, and the other half of my career as a senior executive in international business, I have knowledge and experience in different sectors, including government. This has provided me with deep insights about the way business works

### Languages

Dutch, English, German

## Gary McEwan



### Pre-coaching background

Senior leadership roles in Financial Services for 3 FTSE 100 organisations. Over 20 years' experience of leading remote based teams & supply chains. Acted as a media representative and conducted live interviews on BBC and Sky News.

### An ideal client would be

An open minded leader struggling to make an impact or to tap into their potential but has the desire and drive to take some risks, overcome their fears and become the best that they can be.

### What I don't like doing

Working with people who are not prepared to be honest or challenge themselves about what they are really thinking or feeling.

### Style

Informal, friendly and non-judgemental. I am also attentive, a good listener and compassionate.

I am naturally inquisitive and with a highly practical, solution focussed approach. I share theories, concepts and models at times to support this goal but recognise they are simply a means to an end.

I will challenge at times but only in the best interests of the client and to help unblock barriers that are holding them back.

### Location

Virtual Sessions: Globally Face to Face: South East England & Home Counties.

### Relevant qualifications

- EIA Coaching Practitioner, EMCC
- Diploma in Transformational Coaching
- The Five Behaviours of a Cohesive Team Accredited Trainer
- RBS Strategic Leadership Programme, Henley Management College
- RBS Manager Leader Programme, Cranfield University

### Industry sector experience

Financial Services, Law, Engineering, Outsourcing, Public Sector, Policing, Remote Leadership, Supply Chain Management

### What makes me different?

Having spent 20 years leading teams and gaining valuable experience in the corporate world, I am pragmatic, practical and outcome focussed. The reason for doing what I do, is to make a difference to people, in particular overcoming our negative or limiting beliefs in order to excel and better enjoy what we do at work.

### Languages

English

## Helen Weston



### Pre-coaching background

Chartered occupational psychologist, researcher, children's counsellor and adult psychotherapist, individual and team development.

### An ideal client would be

Anyone who is keen to think honestly and deeply about their strengths and weaknesses, who is open to change and committed to the coaching process.

### What I don't like doing

Being seen as the person with all the answers - in reality people have amazing resources and solutions within themselves. I work collaboratively with people to discover what they are and how to tap into them.

### Style

Warmth and informality balanced with a sense of purpose and ambition for what can be achieved.

### Location

North West England but works internationally and via online platforms

### Relevant qualifications

- BA (Cantab), MSc., C.Psychol., AFBPsS
- HCPC Registered
- Psychotherapist (adults and children)
- Qualified in a wide range of psychometric tools

### Industry sector experience

IT, Banking, Law, Retail, Government, Education & Third sector

### What makes me different?

I bring a blend of coaching and counselling experience, enabling me to provide challenge or support, depending on what is most needed by that individual at any given time. I work holistically and am interested in all aspects of a person's life, believing that wellbeing, resilience and high performance at work are underpinned by wellbeing and fulfilment in people's wider lives. I quickly attune to my clients through listening empathetically to the challenges they face and then enabling them to move forwards in self-discovery and development. I am a founder member of the Special Interest Group in Coaching Psychology within the British Psychological Society.

### Languages

English

## Neal Edwards



### Pre-coaching background

Investment Director, Non-Exec Board Member, Banking, Factory Management, Engineering.

### An ideal client would be

Someone who is struggling to meet their potential and is feeling frustrated because of it; someone curious about how they might get more out of themselves and those around them without adding more stress to anyone's life.

### What I don't like doing

Working with people who are not curious about their own development.

### Style

Relationship orientated. I am challenging yet supportive as I encourage clients to bring awareness to their thoughts and behaviours.

### Location

North West England/North Wales and Internationally both online and in-person.

### Relevant qualifications

- MEng (UMIST & ENSIC), MBA (Manchester Business School)
- Diploma TA Counselling, Diploma Integrative Psychotherapy
- Practicing Psychotherapist, UKATA Registered

### Industry sector experience

Banking, M&A, Manufacturing, Chemical Industry, Engineering, Sales, Medical, Energy, Agriculture.

### What makes me different?

With over 20 years business experience at board & senior management level across several different sectors, I understand the external pressures of modern management. I have gained additional understanding of the personal and internal challenges we face through being a psychotherapist and I am able to explore limiting beliefs and self-sabotaging behaviours to help people find a peaceful balance in their lives and in their interactions with others.

### Languages

English

## Amanda Larcombe



### Pre-coaching background

Royal Naval Officer (UK, NATO); Media, Marketing & Business Development (RN, Professional Services, Counselling/ Psychotherapy Training); HR & OD (Recruitment, Training, Organisational Change); Board of Trustees (Academy Trust)

### An ideal client would be

One who is ready and willing: someone who is curious, wanting to realise more and up for a challenge!

### What I don't like doing

I can honestly say there is nothing I don't like doing when it comes to coaching. Each client I meet, the uniqueness both of themselves and the context in which they work, is rich with learning and insight: for both of us

### Style

I am a Relational Executive Coach / Coach Supervisor who works systemically: working with the whole of you and the world in which you exist

### Location

South West England (Dartmoor), but works internationally

### Relevant qualifications

- Association of Professional Coaching & Supervision (APECS)
- Accredited Supervisor of Executive Coaches
- APECS Accredited Executive Coach
- British Association of Counselling & Psychotherapy (BACP)
- Accredited Counsellor/Psychotherapist – (Integrative – Humanistic / Gestalt / Transactional Analysis / Cognitive Behavioural)
- MA in Professional Studies (Counselling & Psychotherapy)
- Certificate in Supervision Counselling/Psychotherapy)
- Certificate in cognitive Behavioural Therapy

### Industry sector experience

Personal leadership/ people development experience across public, private and third sectors: armed forces (Royal Navy), business ownership, recruitment (manufacturing), marketing (professional services/ public sector/ manufacturing), training / strategic business development (mental health / counselling)

Practitioner experience to date includes Oil & Gas, IT, Manufacturing, Engineering, Education (Higher & Primary), Construction, Independent Health Sector, National Health Service, Professional Services (Legal / Financial), Eco-Energy, National & Regional Charities, Bio-Sciences, and Care Industry

### What makes me different?

I believe that to serve my clients to the best of my ability that I need to challenge and push myself. As such, in addition to my business experience, I offer insight and learning gained through physical and sporting challenge. From a base of competitive rowing, off-shore sailing, sub-aqua diving, windsurfing and hockey, I have more recently completed endurance events (off-road running, cycling, swimming, kayaking) which culminated in the successful summiting of Kilimanjaro in February 2020

### Languages

English

## SIMONE INGRAM



### Pre-coaching background

HR Director and Board Trustee

### An ideal client would be

A senior leader or high potential individual who wishes to work through challenges they are facing or key decisions they are contemplating, who is also dealing with their limiting beliefs or wishing to raise their self-awareness so that they can achieve their full potential

### What I don't like doing

Working with someone who is not engaged with the coaching and does not value the sessions

### Style

Warm, empathetic but challenging, with a genuine passion and commitment to really making sure my coaching adds value and makes a difference to the individual

### Location

London, but works internationally

### Relevant qualifications

- BA Economics
- Grad Dip Business Admin
- ILM7 – Executive Coaching
- EMCC – EIA & Team Coaching
- Qualified in a range of psychometric tools

### Industry sector experience

Professional & financial services, health & care, manufacturing, events, technology, NHS, retail, charity, travel

### What makes me different?

My extensive corporate experience enables me to understand the challenges faced by leaders within the 'system' with which they operate in. When working with leaders, I employ a range of diagnostic psychometric tools, to understand both the symptoms and the root cause, supporting them to embed the learning and sustain the change. I help people navigate through the pitfalls of leadership, self-doubt, or uncertainty to recognise their full potential and impact so they that can lead with greater confidence, resilience, empathy, and compassion

### Languages

English



## Tessa McEwan



### Pre-coaching background

Qualified as a corporate tax consultant with professional services firm KPMG and worked with financial sector clients

### An ideal client would be

Someone who wants to manage their thoughts and emotions more effectively, and who is open to exploring scientifically researched techniques to be more focused, resilient and adaptable

### What I don't like doing

Spending lots of time discussing theoretical approaches without trying them in practice

### Style

Warm, collaborative, relatable and down to earth

### Location

Berkshire, but works globally

### Relevant qualifications

- Mindfulness Teacher Training
- British Association of Mindfulness Based Approaches (BAMBA) registered teacher
- Hogan Development Survey personality profile
- Saville Wave personality profile

### Industry sector experience

Extensive experience in the Financial, Legal, Professional Services, Outsourcing, IT, Engineering and Public Sectors

### What makes me different?

I believe that there are some simple mental fitness techniques that everyone can learn to manage their emotions and thoughts more effectively, it is just a case of finding the right way in for each individual. I'm passionate about applying recent findings from neuroscience on how the mind works to help people change and grow

### Languages

English

## Simon Morris



### **Pre-coaching background**

Sales and marketing, finance, company director, non-executive chairman

### **Years of coaching experience**

Over 20

### **An ideal client would be**

Someone who is willing to be open and honest with their present position and feelings. A person who is clear where they want to go, while being willing to accept help and support as to how to get there.

### **What I don't like doing**

Individuals who don't open their minds to the opportunities or want to blame others.

### **Style**

I like to listen; I am gentle, humble, good humoured, modest and want to empower my clients.

### **Location**

South East England, but works internationally

### **Relevant qualifications**

NLP Master Practitioner

### **Industry sector experience**

Food and Drink, Optics, Veterinary, Pharmaceuticals, Mail Order, Hospitality, Pet, DIY

### **What makes me different?**

I blend over 30 years of business experience with Neuro Linguistic Programming and coaching skills.

### **Languages**

English

## Julia Shorter



### Pre-coaching background

Ballet teacher, finance director, talent management and leadership, business psychology consultant

### An ideal client would be

Someone who is willing to self-reflect, perhaps with assistance, and to explore how that personal insight may be used constructively

### What I don't like doing

Working with someone whose mind is rigid and closed

### Style

Empathetic, considered, gently challenging, professional

### Location

London and South East England

### Relevant qualifications

- BSc. MSc. C. Psychol.
- HCPC registered
- Qualified in numerous psychometric tools

### Industry sector experience

IT, health, finance, utilities, legal, manufacturing, central and local government, not-for-profit

### What makes me different?

My eclectic work experience has given me a broad perspective and the ability to adapt to a variety of individuals, needs and challenges

### Languages

English

## Abbie Hunkin



### Pre-coaching background

I worked in local government and the third sector before completing a Master's degree in Occupational Psychology and moving in to the world of consulting. I became a Business Psychologist and worked in leadership development and assessment with clients in Australia, the United Arab Emirates and the UK.

### An ideal client would be

Someone who is open-minded and engaged with the coaching process.

### What I don't like doing

The converse; working with someone closed-minded and disengaged! Having said that, in my experience, this has only been a temporary state due to preconceptions about what coaching really is. Once these are aired, I find we tend to move forwards quickly.

### Style

I like to take a strengths-based, solution-focused approach to my coaching. However, I may look to uncover unhelpful cognitive patterns and emotional obstacles, as led by the client. I am trained in a range of coaching methods and can flex my approach to suit the changing needs of the client, always with compassion and sensitivity. There is also room for humour in my work at times; some lightness can help ensure that the challenges faced do not feel overwhelming when explored together. My coaching has been described as a 'positive and empowering experience'.

### Location

Virtual Sessions: Globally. Face to Face: South West England.

### Relevant qualifications

- Chartered Coaching Psychologist – British Psychological Society
- EMCC Senior Practitioner
- MSc Organisational Psychology
- BA Hons Psychology
- Various coaching courses including Transactional Analysis, Neuropsychology in Coaching, Coaching Emotional Intelligence, Coaching Neurodivergent Clients, ACT, Solution-Focused Cognitive-Behavioural Coaching, Coaching for Performance, Coaching Stress and Anxiety.

### Industry sector experience

Financial services, NHS, engineering, national and local government, UK Civil Service, education, start-ups and SMEs, fintech, third Sector, professional and consulting Services.

### What makes me different?

My training as a psychologist ensures I look to stay up to date with research and take an evidence-informed approach, drawing on my knowledge of neuropsychology, human development, social and positive psychology to ensure holistic, client-centred coaching. Having said that, this knowledge is held lightly, with the understanding that the client is the expert in their situation. I like to walk alongside clients, helping to 'switch on lights' as we go, enabling them to have a clear view of their situation and take effective decisions.

### Languages

English

## Dr Phillip Mather



### Pre-coaching background

Barclays Graduate Leadership Development Programme, senior HR leadership roles, independent consultant

### An ideal client would be

A smart, driven, ambitious leader who would benefit from showing themselves a little more self-compassion to ensure they can keep 'winning' over the long-term

### What I don't like doing

I like a bit of healthy scepticism – and some of the most productive coaching relationships I have built took a little work and time – but out and out cynicism is difficult to engage with

### Style

Down-to-earth, warm, friendly, and compassionate, but incisive and able to see beyond the obvious to offer a deeper level of constructive challenge

### Location

South West England and Southern Portugal, but works internationally

### Relevant qualifications

- BA (Hons) Business Studies, PGDip HR Management, MSc Psychology
- Professional Doctorate in Counselling Psychology
- Chartered AFBPsS, Chartered FCIPD, HCPC Registered, MBACP
- Integrative practitioner trained in various therapeutic models: CBT, Mindfulness, Psychodynamic, Person-Centred, Gestalt, Systemic, Schema Therapy, DBT, CFT, and ACT
- Qualified NLP and Timeline Therapy Practitioner

### Industry sector experience

Banking , Technology , Telecommunications , Energy, Accountancy  
Legal , Professional , Services , Hospitality, Engineering ,  
Manufacturing, Retail , Recruitment , NHS , Civil Service, MoD,  
Regulatory

### What makes me different?

Breadth and depth of knowledge and experience; a passion for drawing on everything I know to deliver richer, tailored solutions; a highly conscientious approach to delivery; and a level of curiosity about - and compassion for - human beings that goes beyond 'the work', feels vocational, and fuels everything I do.

Article published in Counselling Psychology Review, June 2019:  
Presence and personality - A factorial exploration of the relationship between facets of dispositional mindfulness and personality.

### Languages

English

## Laura Birch



### Pre-coaching background

A balance of Strategic and Operational People roles within the major professional services organisations.

### An ideal client would be

A high-performing or high-potential leader keen to make purposeful progression; someone with an open mind and growth mindset - eager to do good with their power and position!

### What I don't like doing

Working with people looking to 'blame' everyone and everything else without taking any accountability or action (big or small).

### Style

I balance empathy, inspiration and pragmatism. I like to understand my clients and connect at a human level so we can work on what matters and address the issue's root cause in a holistic way that is unique to them.

### Location

South London/Surrey

### Relevant qualifications

- Senior Practitioner Coach (EMCC)
- Myers Briggs practitioner
- EQi 2.0 and EQ 360 Practitioner
- CIPD Level 7
- Reiki practitioner level 1 & 2
- BSc. Business Management

### Industry sector experience

Professional services, financial services, Happy to coach across sectors

### What makes me different?

I have over 17 years of experience coaching and developing individuals - from graduate to partner. Most recently, I have coached over 60 directors to partner in "Big Four" organisations. I, therefore, have first-hand experience working with those making a significant career transition and supporting them to believe the mindset, beliefs and behaviours required. I am a proud solo parent to my beautiful daughter and therefore relate to the challenges that balancing work and family commitments can bring and the brilliant driving force it can be.

### Languages

English



## Lauren Griffin



### Pre-coaching background

Areas of expertise include graduate and executive assessment, talent management, career coaching, leadership development, psychometric and test content development, AC/DC creation and facilitation, training and team development. I have worked across a range of levels including Executive, Senior and Graduate.

I have extensive experience utilising psychometrics to support individuals in their career development. As part of this, using personality, motivational, emotional intelligence and derailment questionnaires to support discussions and to pull out key areas for discussion and dissemination.

Extensive experience in designing and delivering recruitment and selection solutions, conducting and reporting on data analysis, psychometric design and use, training design and delivery, and designing development solutions.

### An ideal client would be

Working with a client who is keen to explore emotional intelligence as well as personality and other motivational factors, to create a well-rounded view of an individual that can be used to facilitate development discussions.

Working with leaders to develop their leadership style, by discussing their potential derailers and areas of strength and development. From here, writing a comprehensive report which will highlight these key areas and support individuals moving forward in their development.

### What I don't like doing

Large scale validation studies without having completed the work myself, or with limited experience in using the psychometrics involved in the validation.

### Style

I have a positive and friendly approach, encouraging individuals to share openly and honestly to support their own development.

I am fully knowledgeable of a range of psychometrics, showcasing this in my discussions with clients and candidates alike. I can link information across a multitude of psychometrics and tools, to give a joined-up vision of an individual to help aid their development. I also utilise this to ask probing questions and to encourage individuals to think more deeply about their approach and skillset.

I take a genuine interest in the development of others and will positively challenge and encourage individuals to reflect on their work and approach.

### Location

Bicester, Oxfordshire (easy access to London, Bristol, Birmingham, Cardiff).

### Relevant qualifications

- BSc (Hons), MSc, C.Psychol, HPC Registered, AfBPsS
- Member of the Division of Occupational Psychology (DOP)
- BPS Test User Ability / Personality
- University of Cambridge, Structural Equation Modelling in R
- Qualified in the following: NEO PI-R, EIP, Hogan Development Survey (HDS), Hogan Personality Inventory (HPI), Hogan Motives, Values and Preferences Inventory (MVPI), Saville's WAVE, identity, OPQ32, 15FQ, Talent Q's Dimensions and Hogrefe's DASA.

### Industry sector experience

Clients include John Lewis Partnership, Santander, RSA, Jumeirah Beach Hotels, Pfizer, NAB, HSBC, Virgin Atlantic, Tesco, Ernst & Young, Herbert Smith Freehills, Coca Cola etc.,

I have worked across a range of industry sectors and experience levels, from Entry Level to Executive.

### What makes me different?

My knowledge of a wide range of assessment and development tools enables me to pull together information cohesively and easily. Also, my underlying knowledge and understanding of psychometrics allows me to explain tools and results clearly to others, helping them to see the utility of such methods to aid their development.

I am a very structured and conscientious individual and will fully prepare for every assessment and coaching session I complete. As such, am confident I will deliver to the best of my ability and provide an exceptional service for clients.

My drive to learn and develop is showcased by my completion of additional courses, such as SEM in R at the University of Cambridge, and other, less relevant courses, such as beginning my Diploma in British Archaeology at Oxford University. I am keen to expand my knowledge, and I am always open to doing further courses and qualifications to make me as effective as I can be.

I enjoy sharing knowledge and encouraging research-based practice, which is why I was part of the BPS DOP Conference group and specifically was the BPS DOP Conference Chair 2015-2017. I am also a member of the European Military and Organisational Psychology group, supporting projects and working with EAWOP.

### Languages

English (native).

## Charlotte Hayward



### Pre-coaching background

I've held senior leadership positions in the professional services industry regionally and globally across roles in sales, organisational transformation and L&D. My first-hand experience gives me in-depth understanding of what makes businesses tick making me uniquely positioned to empathise (I've probably been there myself!) and to gently help you uncover solutions to drive you forward. I've worked on large business transformation programs as a subject matter expert and project management lead. I'm a great facilitator who is solution focused. I'm skilled in finding the 'why'. What's the purpose and value? What's getting in your way? My passion is to help you uncover your potential. Understand the challenge, help you set stretch goals and develop a plan of action to achieve them. I've led teams, cross functional teams and supported many leaders get the best from their people. I can work with you to develop your leadership style to maximise your potential.

### An ideal client would be

Individuals that are passionate about self-development, ready to make positive changes but unsure how to make it happen.

My aim is to provide transformative coaching experiences that empower individuals to unlock their full potential and achieve lasting success.

### What I don't like doing

Giving up! I struggle with this question... nobody enjoys working with a know-it-all or someone with a fixed mindset. For me there is always growth and learning to be had. If a client believes they have all the answers but not the outcomes they're hoping for there's an opportunity for growth. I love a challenge.

### Style

I have a passion for learning and genuine curiosity about people. I believe everyone has unique talents and strengths that can be leveraged to achieve success. I'm a compassionate, empathetic listener who uses innate intuition to ask the right questions at the right time to shine a light on the way forward.

My coaching style is collaborative and solution-focused. I can help break down complex ideas to discover actionable steps and solutions to workplace challenges.

I will help you clarify your aspirations, delve into obstacles holding you back and help you create a step-by-step action plan. I'll support you along your journey, keeping you accountable and making progress to fully achieving your potential.

I focus on work/life too - all too often it becomes out of kilter and can de-rail you personally and professionally. It's important to create space to think about what's important to you. I can help you untangle and re-align your priorities, making positive steps towards fulfilment.

I'm a wellbeing enthusiast, enjoying daily exercise, yoga, mindfulness and good nutrition. I've studied nutrition and dietetics and I'm fascinated how food can impact health and wellbeing.

### Location

South London/Surrey

### Relevant qualifications

- Practitioner Diploma in Executive Coaching from AoEC, an ICF, EMCC and Coaching Association certified program.
- Leading Edge, University of Michigan, Ross School of Business

### Industry sector experience

Financial Services, Professional Services, FinTech, Media and Charity

### What makes me different?

Having held senior leadership positions, my practical business skills across sales, strategy, consultancy and L&D coupled with my coaching accreditation makes me an ideal executive coach. I bring business perspective and understanding to my coaching clients.

I like to take a holistic approach to my coaching supporting my whole client not just their working persona. I'm passionate about balance and fulfilment in which health and wellbeing play a crucial role.

### Languages

English

## Sandra Keith



### Pre-coaching background

HR Manager in the NHS, First Group, Boots the Chemist, Lecturer in HR, Non-Executive Director of a family Engineering Company. Established own business in 2005, providing leadership development programmes. Gained accreditation as an ILM Centre in 2011 and have since run qualifications in Leadership & Management and Coaching & Mentoring; gaining a reputation for quality.

### An ideal client would be

A leader who is facing challenges because of the scale and complexity of their work or because of performance issues within the team. They may need to develop their levels of resilience and mental toughness and they might be neurodiverse.

### What I don't like doing

Being formulaic, I prefer to see each person as a unique individual.

### Style

I am known for quickly building rapport and my coaching style can vary from nurturing and supportive to challenging, depending on the needs of the client.

### Location

South West England but works nationally / internationally via online platforms

### Relevant qualifications

- BSc, MSc, ILM Level 7 in Executive Coaching & Mentoring
- Accredited as a Senior Practitioner with the EMCC
- Mental Health First Aider
- Qualified in a range of psychometric tools

### Industry sector experience

Retail, Transport, Higher Education, Engineering, NHS, Insurance, Law

### What makes me different?

I have over 30 years of working with leaders, developing their leadership capabilities through the delivery of training programs and one to one coaching.

Not only do I coach managers, I also train coaches in ILM Level 3 and ILM Level 5 Qualifications in Effective Coaching and Mentoring. This means that I am well versed in coaching techniques and current thinking. Over recent years I have developed myself as a neurodiversity coach, working with people at all levels who are seeking support with their neurodiversity at work.

I like to draw upon my extensive knowledge of leadership tools and communication techniques when working with my clients. I always have my coaching kit bag with me (regardless of whether it is in person or on-line) so that I can pull out materials that can help my coachees to gain new insight and engage in creative thinking.

I am an active member of my professional body (EMCC) which includes running the local branch events on a monthly basis – this helps me to keep on my toes!

### Languages

English