



"Collette's insightful coaching style and ability to build trust led me to quickly understand the core areas I needed to focus on. Through feedback and reflection on my behaviours and the impact on others, I developed my own solutions setting clear outcomes on how to achieve the change required".

Coaching Specialisms

- Career coaching and role transition
- Collaborating and networking skills
- Developing emotional intelligence
- Leading self and teams through complex change
- Developing high performing teams
- Personal gravitas and impact
- Building resilience and working positively
- Communication and Influence
- Developing leadership skills

How Coaching Can Make a Difference

Throughout my career I have seen the benefits of great coaching and the value add to the individual, team & organisation. Coaching is most impactful when an individual develops their self-awareness & an understanding of the impact they have on others and/or a situation. They initiate their own actions taking full accountability for the way forward with successful outcomes.

By using various tools & models I offer insight & approaches to individuals that add to their own analysis of a situation/behaviour that, in turn, leads to a powerful response/change.

I am passionate & curious and provide a confidential, safe environment offering exploratory thinking through dialogue & action.

Business Experience

- 30+ years HR experience in corporate roles as internal/external consultant across public and private sectors from small businesses to large global/matrix organisations.
- A HR generalist who early on in my career experienced a real passion for developing others through Leadership, Learning and Talent Development which led to a love and belief in Coaching.
- Former Director of Learning, Leadership & Talent at Barclaycard, Head of Leadership Development at Barclays Retail Bank and Executive Development Lead.
- Led teams in complex matrix organisations and worked on assignments/programmes in Europe, Asia and the Americas.

Recent Assignments

- Coaching HR Director – Global packaging business – career / transition management to Group GM role
- Coaching high potential leaders across the globe for a FMCG on matrix and virtual global leadership
- Coaching Head of Retail – Confidence building, self-development techniques and impact and personal brand
- Coaching Finance Director for a telecommunications business - managing difficult relationships and developing Leadership Style to lead others through change

Qualifications and Accreditation

- Qualified HR professional and a Chartered member of the Institute of Personnel & Development
- Qualified MBTI practitioner
- Strengthscope accredited
- SHL personality profiling
- OPQ accredited
- Hayes ESCI (Emotional, Social, Competence Inventory)
- Penna Coaching Qualification