



*"Heather helps you discover, for yourself, new approaches and solutions to difficult issues rather than telling you what to do. Her extensive experience of working with teams and individuals at all levels enables her to help bring about substantial improvements in personal and team performance."*

## Coaching Specialisms

- Personal Brand
- Effective change management
- Interpersonal relationships e.g. upward management, conflict resolution, influencing motivating teams, managing 'difficult people'
- Working with high potential individuals
- Developing strategic influence and networking
- Development of effective leadership in challenging times

## How Coaching Can Make a Difference

My focus is on building a strong rapport with clients, which enables them to fully explore and identify their own solutions with confidence. I am trained in a wide range of models and techniques and I draw on these depending on the unique needs and interests of each client.

I take a systemic approach to leadership development; focusing on organisational context and the performance improvement required as well as the talents, skills and experience of the team.

I am passionate about implementing leadership approaches that engage employees and enable organisations to stay resilient and thrive.

## Business Experience

- My expertise in coaching and leadership development results from my combined experience as a senior manager in a London teaching hospital, HR Director for Save the Children (UK) and nine years as an organisation and leadership development consultant.
- I am an experienced coach, coaching people from middle management to boards to help them be their best.
- I have worked in a wide variety of companies, so I have gained a good understanding of the breadth of both corporate and personal need.

## Recent Assignments

- Coaching Director of UK veterinary college who has identified he needs to understand the need for and the impact of a more balanced management style.
- Coaching Head of Operations at UK brewery to broaden her strategic influence as well as leadership presence.
- Coaching Head of Compliance at a UK Housing Association who has recently been promoted to a senior role and needed to work in more diverse way.
- Team coaching to help groups both solve problems as well as find a more collegiate ways of working.

## Qualifications and Accreditation

- Post-graduate Diploma, Psychosynthesis Counselling
- MA in Psychosynthesis Psychotherapy
- Post-graduate Diploma, Leadership Studies
- Certified Performance Coach, the Work Foundation
- MSc Human Resource Management
- Fellow of the CIPD
- Member of the ILM
- Advanced training in Group Facilitation, the Gestalt Centre
- NLP and MBTI practitioner
- MA History, Cambridge University