



"I have worked with a number of coaches over the years, but I have never found someone with Janis' combination of empathy, understanding and ability to replay/challenge."

How Coaching Can Make a Difference

My approach is pragmatic and client centred. My coaching style has been described as challenging, supportive and respectful of the individuality of my clients and the needs of their organisations. I act with flexibility, sincerity and a belief that confidentiality, trust and honesty are key to the development of a productive relationship.

I take a person-centred approach, based on a belief that people have infinite capacity to achieve. I draw on a range of coaching models but prefer to encourage clients to acknowledge their strengths and past successes as a basis for finding solutions.

Recent Assignments

- Coaching Exec Director of External Affairs at a British charity assisting her to develop an effective and authoritative leadership style.
- Coaching Finance Director at a UK sporting body to handle pressure, delegate more and to manage difficult members of his team.
- Coaching a member of a senior management team at a Global Real Estate Investment Company whose next role is to become CEO and who needs to focus on his development areas in readiness for this.

Coaching Specialisms

- Personal development
- Dealing with difficult relationships and situations
- Transition Coaching
- Personal impact and style for promotion
- Influencing
- Leading in a complex environment
- Change Leadership

Business Experience

- 30 years' experience of working with individuals facilitating their personal development.
- I have a background in people and organisational development, which underpins my core expertise of Strategic Leadership coaching where I focus on the behavioural aspects of individual effectiveness.
- Prior to establishing myself as an independent executive coach in 2005, my earlier career included a mix of senior corporate management development roles in the financial services sector.

Qualifications and Accreditation

- MSc in Management Development, Roffey Park Management Institute, accredited by Salford University
- Postgraduate Certificate in Supervision for Coaching and Mentoring, Oxford Brooks University
- ILM Diploma in Leadership Mentoring and Executive Coaching (level 7)
- British Psychological Society Level A & B accreditation in Psychometrics
- Accredited Member of the Association for Coaching