



"The coaching sessions were highly tailored to my needs and Karen's understanding and support enabled me to deliver in my new role much faster than would otherwise have been possible. Having a safe, insightful 'critical friend' during this challenging period made a real difference"

Coaching Specialisms

- Leading in a complex environment
- Change Leadership
- High performing teams
- Influence and impact
- Managing remote or virtual teams
- Developing Emotional Intelligence
- Building resilience
- Managing and Sustaining Work-life balance
- Leading and managing remote and virtual teams

How Coaching Can Make a Difference

My style has been described as warm but challenging – ensuring that hidden issues are raised and addressed to find solutions and outcomes.

I recognise that effective performance as a senior leader invariably requires the right sort of social capital – developed through genuine, trust-based relationships within and outside of the organisational context.

I help managers and leaders enhance their performance through an individualised and dynamic consideration of their networks and social capital. In turn, I build lasting relationships with my clients that are based on honesty, empathy and a genuine belief that people can and will change behaviour with the right motivational framework.

Business Experience

- 5 years as an academic, then joined a leading Organisational consulting firm where she managed and led a wide range of leadership and organisational development projects in the UK, Europe, and North America
- Executive coach for over 20 years
- Registered Coaching Psychologist and has completed a Certificate in Coaching Psychology
- Coaching from middle management to board and executive level
- Development and delivery of high performing team events and interventions

Recent Assignments

- Coaching Exec Retail Director at British online Fashion store to increase impact and influence at exec level.
- Coaching Senior medical director within combined forces with a view to succession planning to most senior post within the profession.
- Coaching recent hire into not-for-profit national organisation to enhance immediate performance and influence across a new and challenging national agenda.
- Designing and delivering high performing team events and ongoing interventions for senior operational and change teams within a large private sector organisation.

Qualifications and Accreditation

- Degree in Psychology (Exeter University)
- Doctorate in Social & Organisational, (Oxford University)
- Chartered Occupational Psychologist
- Certificate of Coaching Psychology, Register of Coaching Psychologists
- Associate Fellow of the British Psychological Society
- Qualified user for Myers Briggs Type Indicator, OPQ, Wave, Talent Q and other profiling tools