



*"Kirstie's effectiveness came from getting to the root of my motivation and pinning ideas and activities back to that. With a wealth of experience, a highly professional and flexible approach, I wouldn't hesitate to recommend Kirstie".*

## How Coaching Can Make a Difference

What excites me most about my work is the ability to unlock potential in individuals, teams and organisations. Although any accredited coach will follow the same ethical guidelines and have many of the same tools and techniques, their individual style will vary.

Feedback from my clients, is that I offer the right balance between support and challenge, helping clients to make significant changes

I aim to balance a pragmatic approach with the recognition that our own beliefs are often what limit us – I enable clients to develop greater self-awareness and an extended sense of what is possible.

## Recent Assignments

- Coaching a Head of Merchandising, focusing on assertiveness skills and managing her team.
- Coaching Chief Risk Officer in global Insurance Services provider on strategic thinking, prioritisation, impact on the board
- Coaching Office Managing Partner in global Accountancy firm on developing her team, alignment on strategy and managing stress
- Coaching for a Business unit leader helping him more effectively manage his team.
- Developed and facilitated coaching programme for partners within a global Accountancy firm.

## Coaching Specialisms

- Coaching for transition
- Change leadership
- Managing and developing others
- Personal development
- Training internal coaches and embedding a coaching culture
- Maternity coaching

## Business Experience

- I have over 20 years' experience working with individuals and teams to facilitate their personal development.
- My career started in the FMCG industry as both research manager & running internal training programmes, before moving into management consultancy.
- I have previously worked for both Accenture and Deloitte as well as Lloydmasters, a small change management consultancy.
- Examples of work have ranged from developing a global coaching programme for a multinational oil company to executive coaching for Chief Execs to first line managers.

## Qualifications and Accreditation

- Accredited member of the International Coaching Federation
- MBA specialising in Organisational Behaviour and Strategy, INSEAD
- Qualified and experienced in a range of psychometric tools including MBTI, iWAM, CAPP strengths profiler, Learning styles inventory, Derr's career orientations, Insights