



*"Nicky's warm but professional approach to coaching immediately put me at ease. She is intuitive, and a skilled listener, and demonstrates an array of coaching tools and techniques"*

## How Coaching Can Make a Difference

Coaching provides a confidential space in which you can air your thoughts out loud, develop your thinking and, with the assistance of the coach, better understand yourself and solve your own problems.

As a coach I will listen, probe, sometimes ask challenging questions and ultimately enable you to realise your own potential. Where appropriate I will also provide insights and examples to enable you to gain clarity.

My intention is to ensure that my coaching is transformative, not just looking at the surface issues but trying to understand what is really going on and what might be holding you back.

## Recent Assignments

- Coach to first-time manager within HR developing levels of self-awareness and impact on others. Worked on developing leadership presence and managing upwards as well as downwards.
- Coach to Head of Function within financial services prior to and on return from maternity leave. Key areas of focus included positioning prior to departure, keeping in touch whilst absent, managing work life balance on return.
- Coach to senior partner in law firm exploring flexible career options, managing the transition in terms of identity and expectations.

## Coaching Specialisms

- Transformation specifically in relation to developing leadership capabilities.
- Maternity coaching both before and after maternity leave.
- On-boarding with focus on the first 90 days.
- Active Retirement covering consultancy, voluntary work, health and well being, loss of identity, managing expectations and financial considerations.
- Women in leadership – including personal impact, developing resilience, career management and influencing skills.
- Developing leaders – middle management – moving from operational to strategic leadership.

## Business Experience

- 10 years working in professional services, latterly within legal recruitment as Managing Director of Special Project Lawyer, part of the Quarry Dougall group, providing senior lawyers on a consultancy basis to private practice and industry.
- For the last 20 years I have worked for leading HR consultancies as both an Executive Coach and Facilitator on large projects for organisations such as National Grid, Santander, The Arts Council, The National Trust, HSBC and Ashursts.

## Qualifications and Accreditation

- BA Combined Studies
- Certificate of Coaching – The Association for Coaching
- SHL Level A & B
- Strengthscope Accredited