



"Paul is refreshingly direct and constructively challenging – an absolute pleasure to work with."

How Coaching Can Make a Difference

My style is personable and allows people to feel at ease very quickly, encouraging more open and thought-provoking conversations. This is balanced by a suitably challenging approach, so sessions have a productive edge, focused on outcomes and actions.

My values include dependability and humour, so I do what I say I will do, usually with a smile on my face. Above all, I am a pragmatist who likes to make things thought provoking, but relatively simple, so things get done.

Recent Assignments

- Coaching Employment and Enterprise Manager at UK housing association to increase her confidence to take on a new challenge; looked at career options and re-energised her contribution.
- Coaching Commercial Director in branded transport company who has just taken a board level role. Helped establish his reputation and profile at this more senior level.
- Career coaching for Marketing and Strategy Director in large retailer to explore career options, allowing him to play to his strengths and take on greater challenges.

Coaching Specialisms

- Executive and management coaching
- Performance coaching
- Coaching for engagement
- High potential coaching
- First 90 days coaching
- Career visioning; discovering suitable options/Instilling a culture of career ownership
- Developing courage in the workplace

Business Experience

- My career began in retail, moving through the food industry, running a family business and spending many years recruiting senior HR professionals into some of the world's best known organisations.
- For the last 9 years I have been focusing on executive and career coaching, supporting individuals and teams to capitalise on their opportunities and seek out practical means by which they can grow and thrive in today's agile workplace.

Qualifications and Accreditation

- ILM Level 7 Executive Coaching and Leadership Mentoring
- Post Graduate Certificate in Executive Coaching
- Psychometric Assessment and Personality Profiling (Level A&B)
- HND Business Studies
- Member of Association for Coaching, subscribing to their quality standards