

Sam Heighway



"Sam has been nothing short of outstanding during the coaching process. She has, through various methods, managed to get me to think in a different way; the outcome being I feel more capable on a professional and personal level."

Coaching Specialisms

- Leadership coaching to support someone who is new to role and / or wishes to develop their skills to become an effective and inspirational leader.
- Professional coaching where someone wishes to work in a more collaborative way with their work colleagues.
- Personal Development coaching where specific "soft" skills have been identified for development to enable someone to perform at their best.
- Assisting someone who has many different conflicting priorities, supporting them to have more clarity of thought.

How Coaching Can Make a Difference

I have a fundamental belief that anyone can change and develop to achieve, if they want it enough. They just may not know how they get there. Through the sessions that we have together, I enable my coachees, in an intuitive and creative way, the time and space to consider what the solutions are and the steps that they need to take, to move forward.

As a coach, I recognise I am in a privileged position with my coachees and so having a good rapport is important to me, ensuring that they feel comfortable to open up and share their challenges, as well as their feelings, in a safe, confidential environment.

Business Experience

- I have worked in HR for over 25 years, starting my career as an HR Administrator at a high security hospital to working at Director level with a global mining organisation, where I have experience of working at a site that achieved a Shingo Award for Operational Excellence, leading the HR function in contributing to the achievement of the Award.
- Throughout my career, I have worked in different organisations and sectors, from the NHS and the Police Service to working for a large defence company and cleaning contractor.
- My experience also includes working with colleagues in different countries, including Japan, China, Taiwan, Canada and Brazil.

Recent Assignments

- Coaching a senior leader who had recently been promoted to lead a site at a global mining organisation
- Coaching a leader lacking in confidence in their own ability
- Coaching a manager using visioning techniques to enable them to consider options
- Coaching a leader within the Financial Services sector on his own resilience & vision

Qualifications and Accreditation

- Member of the Chartered Institute of Personnel and Development (CIPD)
- Qualified coach with the Association of Executive Coaching (AOEC)
- Pensions Management Institute (PMI) Level 3 Award in Pension Trusteeship
- Occupational Testing Levels A & B (SHL)
- Trained Facilitator
- Yellow Belt in Lean Processing
- Trained in use of competency based interviewing & assessment centres