



"Tim's open, listening-based approach, coupled with his positive, engaged analysis make him a powerful force for personal change. Tim was of great help to me – and as a result, my team – in approaching a crucial transition point."

How Coaching Can Make a Difference

I enjoy few things more than seeing a professional partner make the changes necessary to realise more of their potential.

I use coaching techniques in all my roles. My style is generally non-directive, aiming to build clarity-of-mind and will-to-act. When I have relevant expertise and experience I can switch to a more direct, mentoring approach. I believe my own career progression has been aided by an ability to recognise and navigate the politics of organisations. Politics in a broad sense is my enduring passion. I am tenacious in my quest for progress but always supportive.

Recent Assignments

- Coach to MD engaged in turnaround of marine engineering company re. identifying barriers to change, renewing organisational purpose, building will-to-act and creating and managing deadlines
- Coach to MD engaged in preparation for sale of satellite telecoms company re. aligning the organisation, renewing the organisational vision and managing a diversity of leadership goals
- Non Executive Director of NHS Trust re. identifying barriers to change, renewing organisational purpose, managing external stakeholders, and building trust

Coaching Specialisms

- Analysis and assessment of organisational cultures
- Developing roadmaps for change
- Releasing and managing creativity
- Building trust
- Creating a winning leadership story
- Developing diversity

Business Experience

- I started my career as a broadcast journalist. I was a BBC Political Correspondent and, later, Managing Editor of BBC News Online, responsible for more than 400 staff. As interim General Manager, I led the relaunch of the niche online social network, gapyear.com. My knowledge of digital production and social media remains up-to-date and in regular demand.
- I have played a leading role in large change programmes in a broad variety of organisations.

Qualifications and Accreditation

- BBC Coach Foundation Course (2004)
- Visiting Fellow, University of Suffolk
- Part-time lecturer, University of Essex
- Non-Executive Director, Colchester Hospital University Foundation Trust
- MBA, Bradford University
- BSc, Politics, Bristol University
- Founding Member of the Institute of Equality and Diversity Practitioners