

Vicki Abson



Vicki is a board-level executive coach and leadership consultant, with a successful track record working across the public and private sectors. She has operated at senior management levels in large complex organisations for over 20 years, and has been a non-executive board member. Her expertise includes developing senior leader's strategic thinking, business and leadership skills, and coaching executives through significant personal transition and organisational change.

Her approach is results focused and pragmatic, and draws on her breadth of experience and training in three professional areas; psychology, HR and business management. She challenges and motivates senior managers and teams to be high performing, and is passionate about helping clients achieve better personal and business success. She has coached and mentored leaders from various backgrounds, and has a particular interest coaching executives and high potential leaders from diverse backgrounds to achieve their goals.

Vicki set up her own coaching and consultancy business in 2008. She previously worked as Director of Organisation Development in Rolls Royce, and also held senior OD/ HR line management roles in Siemens, the NHS, the Hospitality industry and Local Government. Her early career was as a psychologist in the University sector. Vicki is an APECS accredited coach and is also on the NHS executive coach register.



Sheila Adams



Sheila is the Leadership and Management Development manager at Cambridge University Hospitals NHS Foundation Trust (CUH). She has a passion for coaching and has been actively involved in coaching since 1995; she holds the Coaching Skills Certificate with The School of Coaching accredited by University of Strathclyde and is currently training in Supervision with The Bath Consultancy Group.

Coaching is a tool that has been supported culture change at CUH; in the past three years over 300 managers at CUH have accessed coaching to help them embed learning from the Leadership Academy and empower/engage their staff in addition to coaching skills development for staff.

Initially an HR specialist, over the past 15 years Sheila's roles have also included change management, business improvement, learning and development. She has worked across a range of business sectors including NHS, manufacturing, commercial finance, utilities, software security and the public sector. This experience has been gained in mature, well established organisations, newly merged organisations, a co-operative as well as a pre-IPO start-up. Prior to rejoining the NHS in 2003 she worked in pan-European roles and as an independent consultant.



Ginny Baillie



Ginny started her first business at 19 working in the property sector. She went on to work in corporate finance, financial planning and international banking. Before moving into coaching she worked for UBS in Hong Kong as a stock-broker covering the subcontinent markets, the Philippines and Indonesia. Amongst other activities, she helped the Nepalese develop their stock exchange index and advised the State Bank on opening their stock market to foreigners. She then moved into sales continuing to work in Hong Kong and then transferred back to London.

Ginny entered the coaching field in 1998, training with CoachInc (the largest coach training organisation in the world based in the States) over a two year period. She subsequently taught coaching on the faculty of CoachInc for five years and was a Certified Mentor Coach through them. She was one of the first coaches to accomplish Master Certified Coach status in the UK. She has coached clients all over the world and spoke at the first European International Coach Federation Conference in Switzerland. She is one of only two Arbinger Institute accredited coaches in the UK, working in the areas of Leadership & Self Deception. She is a contributor to the Critical Coaching Conference, meeting quarterly at Bristol University to develop research into coaching effectiveness in business.

She works individually with clients over longer periods of time, developing the relationship into a really strong partnership that can move quickly.

She lives in just over the border in Wales, working there and also in the West Midlands, South West of England and London. She is extremely skilled at working over the telephone as well as in person.



Tanya Chakravarti



Tanya coaches leaders to enhance both their current effectiveness and their readiness for future roles. She aims to stretch and challenge clients to think of issues in new ways and find effective solutions. Tanya's own leadership experience coupled with empathy and understanding of the complexities of working at this level, provide context to her role as coach which clients find reassuring. Tanya's executive coaching style is warm, empathetic, non-judgemental, insightful and challenging, leading to productive, trusting and honest coaching relationships with clients.

Prior to coaching, Tanya worked at the BBC where, as an HR Director, she led on all aspects of people strategy including organisational design and development, change management, talent management, diversity, launching new services, resourcing and employee relations. Tanya had a reputation for delivering strategic and business objectives on time and on budget, including complex, large scale change and improving diversity performance.

Tanya has worked with a wide range of clients from both the public and private sector including Chairs, CEOs, executive directors, broadcasters, designers, senior civil servants, lawyers, marketing, strategists, health, HR, IT and finance specialists as well as other coaches. She enjoys working with demanding, challenging and stimulating clients and their coaching agendas have included: developing authentic and effective leadership styles; establishing priorities and strategies in new roles; leading change; raising profile, visibility and networking; creativity, diversity and inclusion; developing effective relationships with stakeholders; and improving self awareness and confidence. She also recently devised and delivered a coaching initiative for a Local Authority aimed at ethnic minority groups currently under represented in senior management roles.



Brenda Clarkson



Brenda qualified as a Diagnostic Radiographer in 1977 and so began a long association with St James's University Hospital in Leeds. Over the next 11 years she held a variety of roles including Senior 1 Radiographer in Mammography and six years as Clinical Tutor. In 1993 she left the NHS to become Radiography Manager at the BUPA Hospital in Leeds where, as part of the Senior Management Team and an added role of Quality Manager, she co-ordinated the administration relating to the company's bid to achieve ISO 9002 as well as managing the X-ray department.

1996 brought a career break but in 1998 Brenda returned to St James's as a Bank Radiographer working only a few hours a week so that she could spend time with her young daughter. Inevitably the few hours kept increasing and through 2001/2 she became NVQ Assessor within radiology working across the Leeds Teaching Hospitals Trust as well as part of a technical working party set up by the Department of Health to formulate occupational standards.

2003 brought her into her current role - Radiography Education Co-ordinator for the Leeds Teaching Hospitals Trust. She has always had a passion for staff development, education and training so being in a role which enables her to enable others is a bonus. In 2008 Brenda was fortunate to be given the opportunity to undertake the Team Coaching Programme delivered by The Performance Coach and LTHT Organisational Development. The programme was a mix of theory and coaching practice designed to equip participants with the knowledge and skills required for effective team coaching.



Professor David Clutterbuck



Professor David Clutterbuck is one of Europe's most prolific and well-known management writers and thinkers. He has written nearly 50 books and hundreds of articles on cutting edge management themes. Co-founder of The European Mentoring and Coaching Council, David is the Practice Lead of the thriving international consultancy, Clutterbuck Associates, which specialises in helping people in organisations develop the skills to help others. David is perhaps best-known in recent years for his work on mentoring, on which he consults around the world. His 12 books on mentoring and coaching include the classic *Everyone needs a mentor*, as well as *Learning Alliances*, *Mentoring in Action*, *Mentoring Executives and*

Directors, *Techniques in Coaching and Mentoring*, *Making Coaching Work* and *Coaching Teams at Work*.

David has been responsible for the implementation, monitoring, and evaluation of highly successful mentoring and coaching programmes in numerous organisations around the world, including Standard Chartered Bank, Goldman Sachs, Lloyds-TSB, World Bank and Nokia. David has worked with the Audit Commission in the UK, implementing a diversity mentoring programme that is now in its fifth phase. In October 2003, the Audit Commission scheme achieved a Gold Standard under assessment by the International Standards for Mentoring Programmes in Employment (ISMPE).

He also researches, publishes and consults widely on Board performance and behaviour; and is currently investigating why succession planning so often doesn't work. The link between these interests is the critical importance of dialogue, between individuals, and between them and the organisations, in which they work. He has helped hundreds of senior teams across the world find the *Massively Difficult Questions* that lead to deeper understanding of themselves and their businesses.

Listed as one of the top 25 most influential thinkers in the field of Human Resources in the HR Magazine sponsored survey and described by *The Sunday Independent* as second in the list of top business coaches in the UK, David is an Honorary Vice President of the European Mentoring and Coaching Council. He is visiting professor at both Sheffield Hallam University and Oxford Brookes University and is active in a charity he co-founded to develop new ways of using mentoring and coaching style approaches to support young people with learning or social disabilities



Margot Corbin



Margot is an Executive Coach and works internationally with individual leaders and leadership teams, across both the private and public sector. She is interested in how organizations deliver results and is specialized in how to engage people effectively to achieve them by encouraging performance ownership and leadership development

She has held Senior Management and Director positions for international organizations including American Express, Johnsons Wax and Coutts/Nat West Bank for 15 years where she worked on large business change. She therefore understands the complexities of working in global organizations in the UK, Asia Pacific, Eastern and Western Europe and the US.

She has coached over the last 13 years in most business sectors – including financial services, banking, Asset Management, FMCG, professional services, telecoms, media, IT and retailing, as well as with Boards in the private sector. She has experience of working with NEDS, Boards, Executive Teams, Directors, Senior Managers and Managers, and has undertaken work with both individuals and teams at these levels.

Recent clients include GSK, Alliance Bernstein, American Express Asset Management, Anderson Consulting, Barclays, Channel 4, Coutts, Dettica, Diageo, DWP, Five, Foreign Office, Fujitsu, Hammonds, HP Consulting, Identity and Passport Service, InHealth, Johnson Wax, Mercer, NHS, O2, RBS, Shell, Siemens, Tesco, UBS, UUNET, VNU,

Her expertise is in the areas of leadership, developing individual capability, change, team development, strategic thinking and handling difficult relationships.

She is passionate about her clients achieving as much as they can for themselves and for their organization.



Martha Creaser



Martha has worked with senior leaders for over 14 years to support them in developing their leadership impact, both as individuals and as part of a leadership team. She provides 1:1 and team coaching, often linked to major change initiatives that require sustained leadership focus and resilience. Her coaching approach is results focused and underpinned by a firm belief that building on strengths and finding your own, authentic leadership style is the way to maximise impact. Martha also supports senior managers and professionals in career change, either helping them to step up to bigger roles or finding new roles that suit their particular strengths and motivations.

Martha is a certified coach with the International Coach Federation. She works with a variety of psychometric and 360 assessment tools, including the Myers Briggs Type Indicator, Emotional Competence Inventory, and the Hay Group Leadership Styles Indicator.

Martha worked for over 12 years with the Hay Group, a global management consultancy, working across both the private and public sectors as a leadership development specialist. She currently runs her own coaching and consulting business, *Developing Talent*, helping organisations to find, develop and retain the leadership capabilities that meet their business needs. Her clients come from a variety of organisations and sectors, although much of her recent experience is with the public sector. She has an MBA from the University of Michigan, a BA (Economics) from Northwestern University in Chicago, and is currently working toward a PGDip in Psychology.



Beverley Dawson



Beverley has a background in nursing, health visiting and training. She has worked with the Shropshire and Staffordshire Clinical Leadership Programme in a variety of roles including mentoring leadership candidates and facilitating leadership project work within healthcare organisations. Her recent role as Training and Development Manager included working across local health organisations on all aspects of training and development from the provision of individual learner support to strategic planning.

She has undertaken the NHS coach accreditation programme completing the course in September 2007 and the NHS certification programme completing the course in January 2009. Beverley also completed the certificate in life coaching and a qualification in performance coaching with Newcastle College. At present she is undertaking the NHS coaching supervision course organised by the NHSI and delivered by the Bath Consultancy Group.

Beverley is a NHS leadership qualities framework (LQF) 360 degree feedback facilitator and also have experience of providing 360 degree feedback using the Kouzes and Posner leadership practices inventory.

She is currently working in an organisation development role, focussing on leadership and management development within an NHS organisation.



Rachel Duffy



Rachel joined the NHS Institute for Innovation and Improvement in April 2006 as an Associate specialising in Board Level Development.

Rachel has a broad remit for Board development and has worked with a range of Boards across Acute, FT, PCT, Mental Health and Ambulance Trusts over the last three and a half years. She leads on all activity to support the assurance, development and facilitation of the Board

Development Tool (BDT). This includes leading the recent review to support PCTs in light of World Class Commissioning and current reviews to support FT and APO organisations.

Rachel has extensive experience in developing people and organisations. Prior to this role Rachel has worked in both the Public and Private sectors. Her experience includes over 12 years within in the Organisational Development and Leadership fields, undertaking a range of management and internal consultancy roles within Retail, Utilities, Education, and Regeneration.



Karen Gallagher



Karen has a wealth of experience supporting both individuals and teams fulfil their ambitions and potential across a range of organisations in both the public and voluntary sector. Whilst she predominantly works at Board and senior management levels she has worked with teams at all levels. Karen is keen to ensure that the clients she works with achieve their full potential, be that in managing change, dealing with performance issues or seeking a career goal.

Karen is registered with the British Psychological Society and is a member of the Chartered Institute of Personnel and Development. Karen is accredited at Level A and B psychometric testing and am familiar using a range of tools to enhance individual, team and organisational development, including Myers Briggs Personality Inventory, Leadership Qualities Framework, Belbin and Transformational Leadership Questionnaire.



Sally Gore



Sally qualified as a coach in January 2006 (Level 7 diploma leadership mentoring and executive coaching, Institute of Leadership & Management). She did her training through Management Futures. Sally works for a large Hampshire-wide NHS Foundation Trust (4500 employees) as Director of Organisational Development. She has a clinical background (she is a qualified Occupational therapist) and has worked for the NHS for 35 years.

Sally established a coaching practice within the Trust in summer 2005 to offer coaching to senior managers and clinical leaders (who self refer) as part of their personal development with the aim of increasing the capability of our most senior leaders. Approx 10 people are on her coaching list at any one time.

She is an MBTI step II practitioner and a trained feedback facilitator for the NHS Leadership Qualities Framework 360 tool both of which are valuable to her coaching practice.

Sally is currently undertaking a coaching supervision qualification with Bath Consultancy so she can support other NHS coaches on the NHS South Central coaching register.

She is passionate about working with people to develop their potential.



Jonathan Gravells



Jonathan runs his own consultancy business, Fargo Associates, which specialises in helping individuals, teams and organisations learn how to realise change more successfully. He has included developing in-house coaching and mentoring schemes, as well as undertaking individual executive coaching assignments and senior team development. He also devotes some of his time to mentoring start-up businesses and coaching senior managers in charities on a voluntary basis.

Prior to setting up Fargo, Jonathan was Director of HR at Carlsberg-Tetley and Group H.R. Director at Express Dairies plc, following an early career spent in both H.R. and line management roles with Pilkingtons and Tube Investments. He has been an independent consultant for the last 7 years.

Jonathan has a MSc. in Mentoring and Coaching from Sheffield Hallam University, is a Fellow of the Chartered Institute of Personnel and Development and a member of the European Mentoring and Coaching Council.

Jonathan is co-author of “Mentoring in Further Education”, “Leadership and Leading Teams in Lifelong Learning”, “An A to Z for Every Manager in FE” and a number of articles and case studies on mentoring small businesses. He is married with three children and lives near Lichfield in Staffordshire.



Denise Harris



Denise originally qualified as an Occupational Therapist and worked in a variety of clinical settings before moving to work in Education and Development seven years ago.

She is an educator and coach who has experience of facilitating learning in a variety of settings including Action Learning Sets. Her current responsibilities include Leadership Development and project managing the Clinical Supervision strategy for her NHS organisation.

Denise is currently undertaking a Coaching Supervision course with the NHSI and will be offering taster sessions for Coaching Supervision at the conference.



Baz Hartnell



Baz is a leadership consultant who combines coaching, mentoring and leadership consultancy to increase the capacity of NHS directors, managers, their Boards and teams to be more effective. He is a member of the European Mentoring and Coaching Council and an Affiliate of the Centre for Leadership Studies at the University of Exeter.

Possessing an MBA and an MSc in Coaching, Baz is a member of both the NHS Institute's National Coaching Register and is also a team coach on the newly founded NHS Institute's Team and Board Coaching Register. Within the NHS he undertakes Board development and executive coaching to Chairs, CEOs, executive directors, managers and clinicians in various NHS organisations across England. These include

SHAs, PCTs, Hospital Trusts, as well as Ambulance and Mental Health Trusts. He also has experience of working with the Dept. of Health and with Regional Directors of Public Health as well as with blue chip private sector clients.



Rosalyn Jack



Rosalyn is an Executive Director with Portsmouth City teaching Primary Care Trust with a portfolio that spans performance and development – both from the perspective of the individual as well as the organisation as a whole. She has Masters Degrees in Human Resource Management and Coaching and Development, both awarded with distinction and is a Chartered Fellow of the CIPD.

Her professional background spans human resource management from both a strategic and operational perspective and individual/organisational development. Rosalyn is also an experienced/qualified psycho-dynamic counsellor. Her quest to find a developmental intervention more appropriate to the business world of the NHS, led her some while ago to explore coaching.

As a Director whose portfolio includes leadership and management development, coaching is increasingly a key area within the role – and one she is passionate about since it fully respects the resourcefulness of the individual. Currently she is undergoing a course of study through Bath Consultancy to become a coaching supervisor.



Catherine King



Cath is a Chartered Psychologist and coaches on leadership, performance and influence. She was selected as a 'World Class' coach by the NHS Institute and works with individuals, teams and boards.

Cath is attentive, incisive and empowering. She supports clients to identify significant issues and instigate change. She is aware of the complexities and challenges clients face. She approaches coaching as a partnership, providing a framework and steering the process while the client sets the agenda, making choices and decisions. She expects clients to be committed to the process of coaching and the work it may involve. She is happy to challenge accepted norms and promote change by asking difficult and awkward questions. Her powerful, subtle questioning increases clients' self awareness, and enthuses them to acknowledge and remove perceived or actual blocks to progress.

Clients work with Cath to increase their influence and impact, manage difficult relationships, bring out the best in others, raise their profile or raise their game. Clients seek to be more resourceful leaders, taking authority and managing better. She has a particular interest in working with mavericks, from all walks of life and work. She coaches on -

- Developing leadership skills and presence
- Managing personal and organisational transitions
- Influencing through personal impact
- Getting the best out of teams
- Navigating organisational politics
- Work-life balance
- Career and talent management.



David Megginson



David is Emeritus Professor of HRD at Sheffield Hallam University, UK, and founder of the Coaching & Mentoring Research Unit in the University. His PhD was from Lancaster, his MSc from UMIST and his BSc from Bristol Universities. He is a Chartered Fellow of the Chartered Institute of Personnel and Development, UK, and has been on their national Membership and Education Committee and two national working parties.

He has written and researched extensively about coaching, mentoring, CPD and self-development. His research paper in *Management Learning* on planned and emergent learning strategies has been included in the Sage Essential Readings in Management Learning text edited by Grey & Antonacopoulou. Five books, *Techniques for coaching and mentoring*, *Mentoring in action*, *Mentoring executives and directors*, *Making coaching work: creating a coaching culture* and *Further techniques for coaching and mentoring* (Spring 2009) have been written with David Clutterbuck. Recent books also include *Learning from burnout* (with Tim Casserley - 2009), *Coaching and mentoring: theory and practice* (with Bob Garvey and Paul Stokes - 2009).

David Megginson and David Clutterbuck founded the European Mentoring and Coaching Council in 1992, and David Megginson has chaired it, jointly with Sir John Whitmore.

He is now an Ambassador for EMCC in Europe and an Honorary Vice-President of EMCC UK. David has been Chairman of strategy consultancy The *idm* Group, and is now Honorary President. As an executive coach, he has worked with chief executives and directors of companies and in the public service, also with international musicians and directors in theatre and music. He has recently carried out coaching/mentoring research and/or development projects for ABB, Anadolu Group (Turkey), the Barbican, Bournemouth University, Enterprise Ireland, EFES Beer Group (Russia), European Investment Bank, John Lewis Partnership, Kellogg's Europe, HBoS, Janssen Pharmaceutica (Belgium), Siemens Turkey, South Yorkshire Police, UBS, European Investment Bank, Enterprise Ireland, European Commission, European Foundation for Management Development, NHS Institute, The Scottish Executive, West Midlands NHS Coaching Collaborative, SIG plc, Robert McBride Group. David also supervises the practice of professional coaches and helps them to review their cases. He has lectured recently at the universities of Bristol, Copenhagen, Gothenburg, Lancaster, Manchester, Middlesex, Oxford, Oxford Brookes, Warwick, *inter alia*.



His current research interests include:

- A) Researching burnout among high flyers, with Tim Casserley for our book on *Learning from burnout: developing sustainable leaders and avoiding career derailment*.
- B) Creating a coaching culture - ongoing action research with a number of organisations and sectors on aspects of creating a coaching culture building on David Clutterbuck and David Megginson's *Making coaching work*.
- C) The place of agendas, goals and purpose in coaching and mentoring
- D) Exploring poetry and spirit in organising and coaching
- E) Should performance coaches focus on performance?

He has been Chair of Music in the Round, the largest chamber music promoter in the UK outside of London.

He is also a distance runner, a hill walker, a Quaker and he delights in the company of his family. He manages a 4 hectare wood in Derbyshire



Maggie Mitton



Maggie qualified as a registered nurse from the School of Nursing at the General Infirmary at Leeds in 1978.

She has 24 years experience in the field of Radiology nursing, firstly as Staff Nurse and then Sister at Leeds General Infirmary, and for the past 3 years, as Senior Sister covering Leeds General Infirmary and St. James University Hospital.

Maggie manages a team of 26 qualified and non-qualified nursing staff, developing a cross-site, rotational workforce that is flexible to the needs of the service. She also advises and supports non-nursing colleagues on patient care issues within the wider Radiology Directorate.

She undertook the RCN Clinical Leadership Programme in 2007, helping to develop her leadership skills, and she continues to gain experience in leading and managing change, and supporting staff and service development. Maggie enjoys working in her role in a diverse and continually developing speciality.



Phil Morley



Phil has worked in the Health Service for 25 years, across a variety of organisations and in a number of roles. He recognises the privilege of working with some great leaders and being a part of changes that have been of true benefit to both staff and patients. Previous jobs have been in Bradford, Grimsby, London, York, Dumfries and Nottingham.

He spent a number of years working for the department of Health helping the most challenged hospitals and other healthcare organisations to turnaround and put quality back at the centre.

His clinical background is Haematology and his passion is the constant search for high quality services that meet patients needs, expectations and rights. Services that are delivered by staff working in an environment that allows them to enjoy their work, contribute to the organisation and to feel involved and committed as the NHS continues to evolve. His skills are in service improvement methodology and in organisational behaviour, organisational development and relational practice.

Phil has a family of four and his hobbies include squash, cricket, cooking and walking.



Diane Newell



Diane is Managing Partner for Jericho Partners, working with leaders to develop new and more powerful ways of bringing themselves to their role and with organisations using coaching to deliver performance. She is also MD of the EMCC in the UK, leading the Executive team.

Diane has been a leader in a variety of organisations; she spent the first part of her career managing in technology-based industry, in the UK, Europe and the United States lastly as VP for Airco (part of the BOC Group). She then moved into consultancy, joining Blessing/White, an international group specialising in Leadership, Organisational and Personal Development where she

was MD Europe.

Having developed her coaching skills and honed her expertise in the leadership of change Diane left Blessing/White in 2000 to develop her own practice, becoming a founding partner of Jericho Partners with Mike Munro-Turner and Stephen Wilson a few years later.

As a coach Diane works with Board Directors, senior leaders and high potential managers from a variety of functional and organisational backgrounds in the UK and in Europe



Anthony Owens

Anthony Owens has over ten years experience in Organisational Development with a specific interest in coaching. He promotes coaching in a core leadership approach and within his own Trust has developed training and services both team and individual coaching. As a coach Anthony enjoys working at every organisational level and across different sectors. He also provides coaching supervision and is currently interested in performance coaching and the process of contracting with managers and coaches together.

Anthony supports the NHSI as a Board Development facilitator where coaching plays a significant part in his approach to board feedback and development.



Carole Pemberton



Carole has worked with individuals and organisations on issues relating to career and personal development since the late 1970's, working across sectors and levels, and covering every career and life stage.

Her clients are typically senior managers or those who are identified talent.

Alongside her work as a coach she develops internal coaching capacity based on her FAST coaching model.

Carole's career began in careers work with graduates before moving into management development in the public sector. She worked for international management consultancy PA for 7 years where she was involved in looking at issues of organisational change and their implications for individuals and their careers. She also input to management programmes at Sundridge Park Management Centre. She is a Faculty Member of the Academy of Executive Coaching. She also contributes to the Leadership Foundation for Higher Education Top Management Programme.

Along the way she has been involved in research, and writing for professional, academic and popular publications. For four years she wrote a newspaper column for The Guardian on people issues in organisations. She has written a number of books on career related and management topics.

Carole holds the Advanced Diploma in Executive Coaching of the Academy of Executive Coaching, has an M.A. in Education, is a qualified careers counsellor, a Fellow of the CIPD, and an Associate of the British Psychological Society. She is accredited by the International Coach Federation as a Professional Certified Coach. She is also a Fellow of the Royal Society of Arts.



Jessica Pryce-Jones



Jessica Pryce-Jones, CEO of iOpener, a human asset management consultancy, thinks that lots of people, teams and organizations would achieve more and manage better if they understood the connection between productivity and happiness at work. Recognizing this would mean that they'd truly achieve their potential while enabling their own - and their organization's - success. Her new book, 'Happiness at Work: Maximizing Your Psychological Capital For Success' was published by Wiley Blackwell on February 19th, and it outlines exactly how anyone in any job can do this.

Jessica founded iOpener to help people to recognise and extend their capabilities. She believes that everyone has the ability to do more: the secret lies in inner momentum and formulating practical solutions. She is a frequent speaker and media commentator, having taken part as an expert in the BBC series 'Making Slough Happy', featured in a CNN special and written many articles about iOpener's work.

She lectures and teaches senior executives at London Business School, Chicago Booth, Oxford (Saïd) and Judge Business Schools. She also coaches senior executives and leadership teams. Her career started at Rothschild's Bank in Paris and she then spent seven years in the insurance market before starting working as a consultant.

Jessica has degrees in Classics and Psychology. She works all over the world but is based in Oxford, UK with her family.



Nick Robinson



Nick is a Certified Professional Coach and NLP Master Practitioner and has been coaching for over ten years.

He helps people to get top-class results without sacrificing their fulfilment.

Nick's coaching experience has been around leadership, performance and team building, where he helps clients to develop clarity, articulate the improvements they want and to steer clear of mistakes on the way to getting results. He also works with individuals and teams on their personal effectiveness, influencing and confidence.

Nick uses a number of coaching models in his work with clients and has trained with many of the major UK-accredited coaching schools, in particular he is an NLP Master Practitioner. He is also a certified 'co-active' coach which is considered the gold-standard in coaching, used by the International Coach Federation to develop and benchmark their Core Coaching Competences.

Nick is also a former chartered accountant and holds an MBA with commendation from Cass Business School. Before becoming a coach he was a board-level director in the public and private sectors and also set-up, grew and eventually sold his own small international consultancy business.

In his spare time Nick is chairperson for the Institute of Directors Cheshire and is a non-executive director at his local NHS acute trust



Nigel Spencer



Nigel is Head of Learning & Development for Simmons & Simmons. His focus is on the business skills development of all staff, especially upon talent management and leadership development programmes throughout the firm worldwide.

Another main focus for the last 5 years has been the embedding of a coaching culture in the firm, for which Simmons & Simmons has won an industry award. Nigel is a qualified Business Coach, graduating from the Meyler Campbell Business Coach programme in 2009 (accredited by the World Association of Business Coaches).

Previously, Nigel was at PwC for 7 years and before that was a Senior Research Fellow at Oxford University directing international research projects, where he specialised in the cultural change and group behaviour.



Gil Schwenk



Gil Schwenk co-leads Bath Consultancy Group's Coaching Strategy and Supervision capability. He is an executive coach and trainer of coaching and supervision. He has a substantial coach supervision practice including individual, group and supervision of supervisors.

Gil has trained hundreds of coaches and mentors in a wide range of private and public organisations. His clients span a diverse mix of public and private sector organisations including Foreign and Commonwealth Office, Nokia, NHS Institute, Ministry of Defense,

West Midlands Local Government Association, and Unilever. He is lead facilitator on the NHS Institute programme to develop Internal Coach Supervisors in the NHS.

Gil is also an executive coach on executive development programmes at London Business School working with international general managers from a very wide range of global companies. Formerly, he was director of mentoring and learning group facilitator of the cross sector Leaders UK programme which included central and local government, private and voluntary sector leaders.

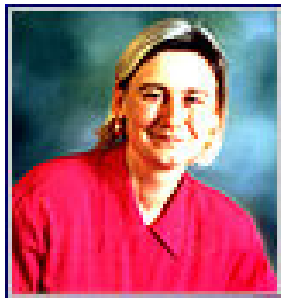
In 2006, Gil led the CIPD commissioned coaching supervision research project, the CIPD Change Agenda "Coaching Supervision: Maximising the Potential of Coaching". He is a frequent contributor to coaching and HR journals and conference speaker.

Gil is on the Advisory Board of the European Mentoring and Coaching Council (EMCC) UK and represents EMCC on the 'roundtable' of UK Coaching Professional Bodies. Previously, as Chair of the European Standards Committee, he commissioned and directed one of the most comprehensive research studies of coaching and mentoring competencies that has been ever been conducted. He led the introduction of quality awards of coaching qualifications in the UK.

Previously, Gil had 15 years blue chip experience in Human Resource Development as Group Learning and Development Manager at Orange and prior to that, as Manager of PHH University Europe. He specialised in large-scale change projects including mission and values, business transformation, management and leadership development. Gil has a BA in Communication and Human Relations, MA in Business and Organizational Communication, a post graduate diploma in training management and numerous coaching and coaching supervision programmes.



Katharine St John-Brooks'



Katharine St John-Brooks is an experienced executive coach and leadership development consultant. Her first career consisted of over 20 years in BIS (formerly DTI), starting as a 'fast streamer' policy adviser. A trained management consultant and coach, Katharine draws on a number of approaches in her coaching work but her objective is always the same: to help her clients to achieve change. She takes a solution-focused approach and the key to her method is helping clients to find their own solutions through a mix of support and challenge. However, she is also comfortable with putting on her 'consultant hat' from time to time and offers suggestions and hypotheses, where appropriate.

Katharine's natural style, from a position of enthusiasm, optimism and unconditional regard, is to help each individual to identify and build on their existing strengths and, through that process, to learn how best to draw on their and others' resources to meet whatever challenges they may be faced with and to identify and address those aspects of their leadership style or working relationships that may be an obstacle to their achieving their full potential.

Katharine is a Member of the Association for Coaching, the European Coaching and Mentoring Council (EMCC), the International Association of Coaches and the British Psychological Society's Special Group on Coaching Psychology. She trained as a coach with the CIPD, holds an MSc in Organisational Behaviour, is accredited by the BPS to administer ability and personality tests (including MBTI Steps 1 and 2), is an NLP Practitioner, a Certified Management Consultant and a Fellow of the Institute of Business Consultants. She was elected to the EMCC's Ethics Committee in 2007 and is currently halfway through completing a Masters in Coaching.



Angélique du Toit



Angélique du Toit has been actively engaged in coaching for the past twelve years. She has many years of experience as a senior international manager before embarking on a career in academia.

She is an experienced Executive Coach of many years and one of the 25 UK coaches on the NHSI preferred suppliers list.

Angélique is also a lead academic and researcher in coaching and the Editor for the International Journal of Coaching and Mentoring and a member of the Advisory Board of the European Mentoring and Coaching Council. She is also the founder of the North East Mentoring and Coaching Network.



Eve Turner



Eve works as a coach and consultant with individuals and groups, and has considerable experience in supporting clients through organisational change and interpersonal challenges.

Trained as a business and a career coach Eve has a great deal of experience in working with senior leaders in a range of public service organisations, including the NHS, BBC, leading universities and government alongside work in the commercial sector.

Eve is formerly a senior leader herself running a division with 250 staff and a £15m budget at a time of great change, new working practices, rolling out new services with reduced budgets, union negotiation and redundancy. She believes every client has the answers within them and sees her role to support and challenge those she works with to access these by providing a reflective space.

Eve has an MSc in coaching and development with distinction, an MBA in public service management, is an accredited coach and has psychometric qualifications, using the MBTI (Myers Briggs Type Indicator), and the Firo B, 16PF and 360° tools like the NHS Leadership Qualities Framework. Clients talk of Eve truly working to their agenda, and opening their eyes to possibilities and they report benefits like new strategies and increased confidence and effectiveness.

She is based in Hampshire.



Mike Munro Turner



Mike is the Senior Partner with Jericho Partners and a recognised authority on leadership coaching.

He has been coaching individuals and teams for over 15 years – helping them develop their capacity for leadership and achieve increased levels of performance, effectiveness and fulfillment. As “Mike the Mentor” he delivers keynote speeches and publishes the UK’s premier coaching newsletter read by 2000 coaches and HR professionals across the world. He works with coaches and mentors as a supervisor to help them ensure the quality of their work and to support them in their professional development.

For many years Mike was on the faculty of The School of Coaching where he trained coaches and managers in coaching skills, and was an associate with The Centre for Creative Leadership where he worked on their leadership development programmes. He has also been an academic, a software developer, a management consultant with the PA Consulting Group, and a psychotherapist.

Mike is accredited both as an Executive Coach and as a Coaching Supervisor by the Association for Professional Executive Coaching and Supervision (APECS). He is a Certified Management Consultant, a Fellow of the RSA, and a Chartered Engineer. He has a Certificate of Professional Development in Executive Coaching, a Certificate in Coaching Supervision, and a Diploma in Psychosynthesis Counseling. He is an Honorary Lecturer with the Centre for Forensic and Criminological Psychology at the University of Birmingham.

He has a Bachelors degree in Mechanical Engineering, a Masters degree in Systems Engineering and a Doctorate awarded for research into Artificial Intelligence. He also works with the charity Green and Away which creates convivial environments that transform people.

Mike is certified to use a variety of psychometric and other instruments including: Cultural Transformation Tools, Myers Briggs Type Inventory, Firo-B (Interpersonal Needs), Californian Psychological Inventory, Conflict Dynamics Profile, Matrix 360° (Negotiation), and Benchmarks 360.



Judith Underhill



Judith coaches in both the public and private sector at senior levels – including CEO's, executive directors and senior managers. She has been the Executive Coach for Zurich Insurance for the past three years and works with 30+ of their Optimise Brokers year on year. Recently Judith was selected to the NHS CEO, Chair and Executive Coaching Panel, and is one of just 25 coaches across the UK to be elected to this panel. Judith's strengths lie in her ability to enable her clients to steer themselves towards clear outcomes, using practical solutions to enhance individual and business performance.

Her calm, reflective and collaborative approach underpinned by a firm focus on professionalism and effectiveness helps to build highly motivated individuals and teams, and leads to tangible results within the organisation.

Approach

Judith has particular strengths in enabling her clients to:

- Determine their purpose, goals and strategies for moving themselves on
- Clarify their values and the impact that these have on themselves and others
- Fit together the pieces, utilising whole system thinking
- Review and assess their working relationships and help them to develop an adult to adult communication style
- Identify career options and opportunities along with personal and professional development needs

Experience

Judith has 20 years experience in the financial sector holding Senior positions before founding her own company in 2001. During the past nine years Judith has worked with individuals and teams in many different sectors, both public and private, ranging from Zurich Insurance Company to the Care Quality Commission (formally the Commission for Social Care Inspectorate). Over the years Judith has developed her business and professional acumen and this has been complimented by studying at Surrey University gaining her MSc in Change Agent Skills and Strategies. She is committed to her own personal development and is an approved trainer/facilitator for the Institute of Leadership and Management coaching courses up to Level 7, Executive Coaching and Mentoring.



Rob Watling



Rob is an Accredited Executive Coach with Ashridge – one of the UK's leading business colleges. He trained as a Coach with the BBC's highly acclaimed Coaching Service, and at the Centre for Coaching and Stress Management (accredited by Middlesex University). He studied Leadership and Management at Ashridge where he is currently completing a Masters in Executive Coaching. Rob is a Fellow of the Royal Society of Arts, a Senior Visiting Research Fellow at City University, London, and a mentor for students at Nottingham Business School.

Rob has coached leaders and senior managers at the BBC, the United Nations, NHS, the University of Nottingham, Great Ormond Street Hospital Children's Charity, FPM, ACTSA, Amnesty International and a range of private clients. He is an accredited coach with the BBC and the NHS Institute, and is a member of the coaching teams for Clore Leadership Foundation, Blackswan and for the National Skills Academy. He has trained and supervised professionals to Masters and PhD level.

Rob began his career as a Dramatherapist, before working in Community Arts, Local Government, Higher Education, and the BBC. His coaching style is supportive and non-judgmental, and informed by 25 years' experience as a leader and project manager in these sectors. Using a variety of cognitive-behavioural models and techniques from Leadership Coaching, he helps individuals and teams to meet the objectives of their organisation at the same time as they address their own strengths and development.

He has worked with European, National and Local Government departments; community groups and Trade Unions; QMC, Nottingham; panels for Southern Arts and the Welsh Arts Council; the Universities of Leicester and Nottingham; as a Learning Executive at the BBC; and as a consultant for the BBC World Service Trust. He now runs Momentum Associates which is based in Nottingham, Gloucestershire and London

