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Areas of expertise

- Executive coach, for individuals and for teams
- Supervision (coaching; mediation)
- Strategy and future picture
- Facilitation of organisational change and development
- Inquiry techniques and action learning
- Responsible practice and corporate responsibility
- Training in leadership, managing change, effective relationships, and supervision skills

Current positions

- a) Freelance organisational coach, supervisor and consultant since 2001
- b) Coaching pool member, University of York Organisational Development
- c) Coaching pool member, Manchester Local Care Organisation / Manchester University NHS Foundation Trust
- d) Faculty, Academy of Executive Coaching
- e) Associate, Centre for Applied Human Rights, University of York
- f) Associate tutor, Woodbrooke Quaker Study Centre

Employment History

2016 onwards	Faculty, Academy of Executive Coaching
2001 onwards	Organisational development consultant and coach
1996 – 2000	City of York Council - Coordinator, Community Mediation Service
1996	Mennonite Central Committee - Peace Presence Worker, Burundi, Central Africa
1994 – 1995	Quaker Peace and Service – Programme Assistant, Quaker United Nations Office, Geneva
1991 – 1994	Qualified and practised as a solicitor, Hood Vores and Allwood, Dereham, Norfolk

Work experience includes:

I facilitate coaching development programmes for the Academy of Executive Coaching (part-time), including in-house programmes for clients such as an international law firm, a global retail bank, and national/local charities.

My freelance work experience includes:

- Executive coaching to a range of chief executives, and to manager and leaders occupying complex or significant work roles
- Facilitating a range of senior teams and Trustee Boards in strategy-shaping processes.
- Training and facilitation to support embedding of leadership and leaderful behaviours for all staff and leadership team within a youth offending team.
- Collaborative Inquiry into Globally Responsible Practice within a manufacture, production and retail business.
- Leading the design and delivery of Tools for Change, an intensive skills-focused programme on the tools for effective business relationships.
- Facilitating an Action Learning Set on The Learning Organisation.
- Delivering programmes on Tools for Change and Managing Oneself in Change.
- Training on capacity building, supervision skills, managing difficult people, evaluation and impact assessment.
- Benchmarking mediation services against service accreditation standards.

Examples of clients

Quaker Council for European Affairs • European Plan Protection Organisation • Ambassador Theatre Group • Bettys and Taylors Group • Cheshire East Youth Engagement Service • AgeUK North Craven • The Helplines Association • Alderley Edge Medical Practice • Joseph Rowntree Charitable Trust • Amnesty International UK • Britain Yearly Meeting • International Service • Mediation Services, Manchester City Council • Mediation Yorkshire • Crohn's and Colitis UK • WWF International • WWF UK • Friends of the Earth • Edinburgh Cyrenians and SACRO • Co-operative Futures • Newcastle Conflict Resolution Network • The Travellers Trust • West Yorkshire Community Chaplaincy Project • Centre for Global Education, York • University of York • The Family Fund • Suffolk Racial Harassment Initiative

Professional qualifications

2019	Type Pro Certification Assessment and exploration of the fundamentals of Jungian type with Individuals and Groups
2016	Transactional Analysis 101, UK Association for Transactional Analysis
2016	Postgraduate Certificate of Academic Practice (University of York teaching qualification)

2016 Practitioner Diploma in Executive Coaching, Academy of Executive Coaching

2002 Diploma in the work of the Change Agent, Oasis Human Relations

2001 Advanced Diploma in Therapeutic Counselling – Groupwork Skills, Oasis Human Relations

1999 Postgraduate Certificate in Management and Leadership, Leeds Metropolitan University

1997 OCN-accredited community mediation skills training, Dewsbury Community Mediation Service

1995 Working with Conflict, Birmingham (11 week residential full-time course)

1991 Solicitors Finals Examinations (2nd Class Honours), Birmingham Polytechnic

1989 LLB: Law, Lancaster University

Other professional development training

Supervision with the Team and Organisation in Mind (2017): three-day programme led by Peter Hawkins and Nick Smith, Bath Consultancy Group and accredited by European Mentoring and Coaching Council

Understanding the Temperaments (2012): 2 day programme exploring the four temperaments (Choleric, Sanguine Melancholic, Phlegmatic).

Transformational Change: Business Inspired by Nature (2010): A 5-day programme at Schumacher College, Totnes.

Tools for Transferring Learning (2009): The theory and practice of transferring learning from training programme back to the workplace.

Working with Conflict (1995): A three-month fulltime residential programme, covering conflict analysis and skills/theories of constructive resolution interventions in a range of local, national and international conflicts.

Publications

Responding to Community Conflict: A review of neighbourhood mediation 2002, Joseph Rowntree Foundation

A Tour of John Heron's Feeling and Personhood 2005, Oasis Publications.

With Bronwen Gray, *This We Can Say*, a chapter in *Seeing, Hearing Knowing: Reflections on Experiment with Light*, edited by John Lampen, 2008