

JOHN GRAY



Executive coaching

I am an accredited executive coach specialising in those who work in leadership or influential roles in their company or organisation.

Coaching offers the chance to identify, practice and embed new behaviours to meet specific opportunities or challenges. One-to-one work such as coaching is often the best opportunity for an individual looking to make substantial change to their working practices or to how they manage themselves in their work roles.

I coach creatively, sensitively and rigorously to help clients understand themselves and their context, and to bridge effectively the gap between aspiration and performance.

I have twenty years' experience of work in and with the private and not-for-profit sectors, including sixteen years' experience of supervising staff and volunteers, both as employer and as external coach and consultant.

I take a person-centred approach, focussing on your questions and priorities, and with due attention to any organisational developmental needs identified by managers or via appraisal processes.

My core underlying beliefs that shape the work with you:

- You are an adult, capable of leading and managing your own development
- The resources you need often lie within you – though outside help is sometimes needed to locate and strengthen those resources
- It is coaching, not therapy: seeking a coach is a responsible step for people who occupy responsible work roles
- Coaching can be hard work, fun, surprising, unsettling, rewarding – and it can bring long-term developmental impact.

"I think you are an absolutely excellent coach and I could not value your professional support any higher than I do." Client feedback

Contracts usually cover blocks of time contracted with your company in advance. Further blocks of time can be agreed after a review and re-contracting process.

Sessions are organised to suit your pace and needs, and usually are face to face or a combination of face to face and online/telephone.

I am based in York but regularly coach in London and the north of England. I'm usually able to travel elsewhere in the UK, and of course I host coaching sessions in York (a city well worth visiting alongside coaching!)

I offer an ethical responsible practice, with clearly negotiated boundaries about confidentiality especially in relation to the commissioning organisation.

Client testimonials include:

- "I love the creative part of the sessions and feel that John is really skilled at enabling creativity and also clarity– I always feel much "freer" after a coaching session." (LS)
- "Invaluable – worth every penny" (SB)
- "I would recommend John's expertise and coaching support to anyone looking for a transformative and effective coaching experience." (MV)
- "John is very perceptive, an excellent listener but also uses knowledge of various leadership theories very well to root coaching and place it within a theoretical framework – he also signposts/references sessions very well. I'd recommend John's coaching to others – both individually and with teams." (TD)
- "He was fantastic at helping me navigate through a difficult time, by simply helping me achieve clarity, bouncing ideas and helping me look objectively at how to manage situations. He was an incredible support during my own commercial and personal learning curve." (CT)

In the past people have used coaching sessions with me for:

- Strategic planning and organisational mission-shaping
- Improving delegation skills - and less micromanagement
- Assertiveness skills
- Bringing personal environmental commitment into organisational practice
- Managing a poorly-performing staff member
- Finding a better job
- Creating a pathway out of a current role or job
- Support in fulfilling a Chief Executive-equivalent role
- Exploring the practicalities of a forthcoming merger
- Confronting a self-limiting belief about themselves
- Understanding and resolving a conflict with a colleague
- Developing the organisation's Board members
- Reviewing delivery of a staff development programme
- Business development
- Bringing an idea for a social enterprise into reality