

# Rachel Holmes

## Contact Details

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## Location

London, the SE and SW England,  
Home Counties and the Midlands.

## References

Available on request



## Previous experience

My background is in travel, education and human resources, including seven years with a leading international publisher of psychometric instruments delivering accreditation and team development programmes in HE, the NHS, local government, and the financial service, management consultancy, professional partnership, pharmaceutical and petrochemical sectors.

I established my own consultancy in 2001 and provide tailored development programmes at board and senior management level across both the public and private sectors. My work as a qualified Executive Coach complements this and is a significant part of my portfolio.

Within the HE sector, I have, with Tess Brooks, been joint leader of development programmes for the Registrar/COO and aspiring Registrar/COO community since 2006. I run learning sets for the AHUA as well as other HE professional organisations. As a Key Associate for Advance HE (formerly the LFHE), I deliver the 'Leadership Styles' session on the Top Management Programme.

## Significant issues around which I have coached

- Career transition
- Work/life balance
- Confidence
- Personal impact
- Communication skills
- Influencing - particularly at the academic/professional services interface
- Motivation and job satisfaction
- Cross-cultural understanding

## Assessment tools used

I am qualified to levels A and B with the British Psychological Society, enabling me to use both occupational tests and personality profiles within my work where appropriate.

Among the tools I might use within coaching sessions are: the Margerison-McCann TMS Team Management Profile (your preferred approach to work); MBTI® Step I and Step II (your personality type), Window on Work Values Profile (personal, team and organisational values) and Hogan.

## Coaching approach and style

Clients and colleagues describe me as warm, open, engaging and professional. I'm curious about what motivates people to work in the way they do, and believe strongly in our ability to make changes in our lives by developing and drawing on personal resources.

A linguist and singer, I am particularly interested in the patterns and use of language and enjoy working with clients to develop an awareness of personal style and to improve communication skills.

I am results-focused; however my approach is intuitive and emergent, rather than 'painting by numbers'. I prefer to respond to your agenda as this becomes clear, drawing on a variety of coaching models and techniques, rather than being wedded to one. As your coach, I aim to provide a clear framework for each session with a balance of challenge and support appropriate to your situation and needs. Within this framework, you are encouraged to explore different options and perspectives in order to determine the action you wish to take.

# Kim Newton-Woof

## Contact Details

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## Location

Coaching services can be provided in London and the South of England, South Wales and Ireland. Other national or international locations by agreement.

## References

Available on request



## Previous experience

After a decade of working in HE, I now operate as an independent organisation and leadership development specialist, facilitator and coach. My clients are organisations from the public and private sectors that are struggling to bring out the best in their business and people. I take an engaging yet pragmatic approach to helping leaders make sense of and master organisational and personal change.

With early career success as a teacher, communications expert and project manager, I honed skills in organisation development and design in a university environment. This included managing campus-wide portfolios of activity, centralised leadership development programmes, business model redesign and frameworks for transformation and culture change.

As an independent consultant and executive coach, I continue to work as a trusted partner for organisations, their leaders and senior teams in HE. In addition, I support clients from other sectors including, FE, health, finance, service and charity.

## Significant issues around which I have coached

- Transformation and leading through change
- Strategy development and operationalisation
- Leadership behaviour and performance (individual, team)
- Courageous conversations and conflict
- Leadership presence and personal impact
- Confidence and personal resilience
- Transition from management to leadership roles
- Stakeholder management and engagement

## Assessment tools used

- Insights Discovery
- Myers Briggs Type Indicator (MBTI)
- Self-assessment and 360 degree feedback

## Coaching approach and style

People who work with me want to be great at what they do and how they do it. They're searching for meaningful ways to sustain positive change – at a personal, team or organisational level – and together, we make it happen.

For my clients to be at their best, often it's the smallest changes that have the biggest impact. The key is working out what's really holding them back and exploring what can be done about it through powerful conversations.

Using a creative combination of questioning, assessment and feedback to provoke deeper thinking, I help my clients explore and challenge their activities and behaviours. They value my use of 'real' work to build trust, foster accountability and improve performance.

My approach works well for those who are willing to take time and space to think and explore what they do and how they do it, are open to reflection and healthy challenge, and are committed to making a change.

The wisdom, experience and creativity of human beings never fails to astound me. I believe the people with a problem have the solution. My role is to enable them to find it.

## What clients say about me

- Passionate, committed and courageous – with a great balance of support, challenge and drive
- Adds huge value with an energetic, creative and positive style
- Strategic and systemic thinker, translating complexity into simplicity
- An exceptional organisation development and design consultant, facilitator and HR professional