



**Company Contact Name:**

Blend Associates Ltd

**Contact Details:**

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**LinkedIn Profile:**

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**Geographical Base:**

England, UK

## PROFILE:

What matters to Jo is that she provides the next learning leap for individuals and groups in a fully supportive and stretching way. She wants learners and leaders to feel the success of implementing their learning into their work life. It matters to her that both the organisation and the individual benefit from the work she does, in a positive and grounded way.

She feels proud that one of her programmes in leadership and mental toughness was published as a case study in *Developing Resilient Organisations*, Strycharczyk and Elvin, (2014).

- She has a wealth of experience in leadership & management development, coaching and mentoring training as well as practicing as an executive coach and mentor.
- She is an ILM tutor, assessor and stretch coach for levels 3,5 & 7 Coaching and Mentoring and Leadership and Management. She was an ILM centre between 2007-2011.
- Jo's coaching experience spans over 20 years. She has robust psychological training balanced with a pragmatic approach, whilst coaching at a Master's level.
- As a learning practitioner, she has delivered: leadership programmes, team development and coaching, executive coaching with return-on-investment analysis, Impact and Influence workshops, Train the Trainer certification, Operational Coaching certification, Performance management workshops and 360 feedback.
- She has facilitated teams to, largely, create vision, purpose and strategy. As well as working on assessment and development centre delivery.

## COACHING, MENTORING & FACILITATION EXPERIENCE:

### COACHING:

2022 – Present: Coaching 2 leaders within an NHS Trust, 1 Senior Leader in a Council

2022 – Present: Coaching 8 senior executives to support them as part of an ILM 7 in Coaching and Mentoring within a housing association

2021 – Present: Coaching 7 learners on a level 5 Professional Coaching Apprenticeship within Local Government, Social Care and Global Logistics.

### MENTORING:

2020 – 2022 - Mentored 4 Executive Leaders to increase their 'coaching' leadership style, who hold senior posts in a food packaging organisation.

### FACILITATION:

2022 – Designed and delivered a Masterclass 'Applying the Thinking Environment to Your Coaching'.

2020-22 - Designed and delivered a Vertical Leadership Programme for First Line Leaders, Middle Leaders and Senior Leaders, made up of 6 leadership modules and 4 coaching modules. 2021-ongoing – Facilitation of ILM7 Coaching and Mentoring Programmes with three cohorts 2021 – Facilitation of ILM3 & 5 in Leadership and Management

## PSYCHOMETRIC PROFILING:

2023 Prophet Profiling and Team Development

2011 MTQ48 ILM72 Licence – AQR Ltd

2010 Saville Consulting WAVE level B course

2006 HayGroup ESCI – Emotional Intelligence 360

2004 MBTI Step 1 & 2

1997 SDI

## KEY SKILLS:

- Person-centred, Transformational Coaching for Leaders
- Coaching for behavioural change with senior leaders
- Meeting learners where they are, through careful intervention deepen self-awareness and ignite the impossible
- Providing safe thinking spaces for leaders to reflect, decide and act
- Using Thinking Environment® to facilitate learning, groups and coachees
- Coach training
- Linking Organisational priorities to the strategic deployment of leadership, mentoring and coaching development solutions
- Leadership Development Programmes from inception to return-on-investment
- Facilitation of leadership teams to become even more effective

## PROFESSIONAL QUALIFICATIONS AND TRAINING:

2012 – 2017	Nancy Kline's Time to Think Coach, Trainer, Facilitator and Consultant
2013 – 2014	Neuroscience for Coaches Programme – Professor Paul Brown
2005	Post Graduate Diploma in Coaching Psychology
2003	Advanced Coach Training – Peter Bluckert Coaching
2002	Diploma in Performance Coaching
1995 – 1997	Post Graduate Diploma in Human Resources

## PROFESSIONAL MEMBERSHIP:

- Member of European Mentoring and Coaching Council (EMCC)
- Corporate member of Chartered Institute of Personnel and Development (CIPD) between 2003 and 2018

## CAREER BACKGROUND:

Jo began her career with Sainsbury's supermarkets in 1988, as a graduate trainee manager. After 12 years of developing in junior and middle management roles, she became a senior training and development advisor. Following her dream to set up her own company, Jo went on to experience another part of the supply chain and moved into food manufacturing for the next four years. There she became a senior leader heading up training and development for the UK. Her role meant that she had European and Global responsibilities for the deployment of project management training and other organisational projects. As her coach training began, Jo left the organisation to set up her own self-employed business. Since 2003, she has been training and coaching leaders and attending to being the very best practitioner she can be. Jo has experience that is grounded in the psychology of coaching, emotional intelligence, mental toughness and Nancy Kline's Thinking Environments. She has developed a strong reputation for providing inspirational coaching and robust facilitation skills.

After the birth of her twins, Jo's business focus shifted to become more balanced with family life. Jo has recently returned from a two year career break and has noticed the power that this pause has provided to reignite her passion for learning and helping others and organisations achieve their business and personal goals.

## RECENT TESTIMONIALS:

*"During the coaching my own behavioural issues were addressed in a way that considers different people e.g. sales director who's different to me. I have more self-knowledge and awareness and I am an improved strategic thinker. Coaching helped me manage an organisational change within the division. Jo shows business knowledge that makes her questions even more credible."* **Commercial Director**