



Company Contact Name:

Blend Associates Ltd

Contact Details:

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LinkedIn Profile:

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Geographical Base:

Norfolk and London UK

PROFILE:

Nick qualified as an executive coach in 2002 and has been coaching, facilitating and running development programmes ever since. He has worked across a range of private, public, and NGO sectors, both in the UK and wider afield.

He is a specialist at working with intercultural teams and debriefing psychometrics and leadership 360 surveys. He is qualified on several different psychometric instruments and enjoys using their structure.

Clients describe him as an 'active' coach who sensitively challenges assumptions and patterns of behaviour, whilst facilitating learning, self-exploration, and the uncovering of new thinking.

Nick is deeply committed to working with people who wish to lead their departments and organisations towards a more sustainable future. His BSc and MSc degrees are in environmental sciences.

COACHING, MENTORING & FACILITATION EXPERIENCE:

COACHING:

United Nations Agencies: UNICEF, WFP, UNOPS, Stop TB Online leadership 360 debriefing and follow-up coaching. North and South America, Africa, Middle East and Asia.

Football Association. Individual coaching programmes for FA Board members.

Sport England & UK Sport. Individual coaching programme for senior executives across for a range of sporting organisations including Triathlon, Shooting, and the National Anti-Doping Agency,

Allianz. Numerous individual 360 debriefs which are essentially career development conversations. Support in preparing a number of Directors for the Allianz Executive Assessment Centre.

General Medical Council. Face to face leadership 360 debriefing and follow-up coaching.

Deloitte. Nick spent 15 years coaching Partners and Directors in the UK, Russia and Kazakhstan Firms

Kuwait Petroleum International (KPI) Face to face and virtual coaching programmes to support leadership development and management skills

Transport for London. Nick delivered coaching programmes to more than twenty TfL Senior Executives

The Hospital Club Foundation. Pro bono coaching of high potential young creatives. He worked with product designers, graphic designers, a fashion designer, two film composers, two film directors and a script writer.

Tate Gallery. Coached the CEO's of both Tate Liverpool and Tate St Ives.

FACILITATION & CONSULTING

Marsh Global Insurance Brokers. An EMEA wide blended leadership development programme for future MDs involving workshops, facilitated learning groups, individual coaching and close inhouse evaluation of individuals MD's potential. This project ran for nearly 10 years

Cambridge University, Office of the Postdoc Association. Nick was responsible for an annual programme of leadership development workshops and peer learning groups and self assessments to support their capacity as business leaders, entrepreneurs and managers.

Kuwait Petroleum International (KPI) Nick designed and delivered workshop for senior Kuwaiti managers and executives on leadership, communication and coaching skills. This was followed up with individual coaching programmes. During COVID Nick was involved in running a HQ internal communications survey, analysis of findings and report preparation followed by a series of online debriefs.

Deloitte. Nick worked closely with the Chairman of Deloitte Russia to develop executive succession plans and help the firm mature and develop its senior professionals to take on the responsibilities of partnership.

PSYCHOMETRIC PROFILING:

With a science masters and a background in statistics Nick has always enjoyed working with a wide range of psychometrics. Nick is particularly experienced with the design and implementation of bespoke 360 surveys and has led and delivered on numerous 360 programmes, often as part of a leadership or similar development programme.

Nick has recently designed and delivered a leadership development ipsative normative questions for a Kuwait client to avoid exaggeration.

Nick has delivered numerous MBTI workshops

KEY SKILLS:

- Coaching directors, senior managers, international business executives, start-ups and young high-potential creative's.
- Providing sensitive face-to-face or online feedback of 360 survey results for leaders, executives and teams.
- Leadership tutor and facilitator with particular focus on understanding of leadership responsibilities in a rapidly changing world.
- Board and workshop facilitator
- Expert in Corporate Social Responsibility, ESG and business sustainability.
- Coach trainer. Training leaders and senior managers to be effective coaches and how to use an effective coaching style to influence and develop team performance, especially across cultures.
- Team Building. Undertaking a range of team-building activities and team analysis to improve capacity for trust, conflict resolution, alignment, commitment, accountability and performance.
- Start-up and Scale-up Coaching. Working with new and early stage founder teams.

PROFESSIONAL QUALIFICATIONS AND TRAINING:

Advanced Practitioner Diploma in Executive Coaching from Academy of Executive Coaching 2003.

PROFESSIONAL MEMBERSHIP:

- Association of Sustainability Practitioners
- Climate Coaching Alliance
- Association of Management Development

CAREER BACKGROUND:

On graduating with a Masters Degree in environment sciences Nick had a five year career in sales and marketing before realising that he was more suited to a consulting life style. Nick then transitioned with the help of Birkbeck course in organizational behaviour to a career in training and development. Nick has worked as a Partner, Director, Founder and associate since 1990. In 2002 he undertook, as a pioneer, one of the first post graduate diplomas in executive coaching. Nick remains a committed and skilled coach with a particular interest in embedding coaching in wider OD projects. He has worked internationally and across most business and organisational sectors.