



Company Contact Name:

Blend Associates Ltd

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LinkedIn Profile:

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Geographical Base:

UK

PROFILE:

As an experienced executive and leadership coach, Tracey has focused on mindset and behaviour change with individuals as part of 1:1 coaching and transformational change, collaborative working, and system leadership within organisational development. She has held roles as a senior leader in the NHS at local, regional, and national level for twenty-five years. Tracey's roles at national level in the NHS and Education involved working close to ministers and influencing and designing delivery of national programmes. Most recently she has worked as a Regional Director at NHS England in the East of England.

COACHING, MENTORING & FACILITATION EXPERIENCE:

COACHING:

Tracey is an experienced coach, mentor and facilitator working with senior leaders (Directors) and middle managers in the NHS and local government. She can offer 1:1, team and group coaching and enjoys working with managers and leaders to develop their teams. Her calm reflective style enables her to quickly build rapport with clients and work from a place of trust and respect. Tracey's coaching sessions allow clients time to think and be heard, gently challenging to help define priorities and solutions. Tracey's passion is to see clients recognise how they can achieve the change they want to make to their mindset, behaviour, or performance so they can start living their best lives. Clients value her leadership background in the NHS, as she understands complex organisational challenges and the political landscape and can work with them to enhance their own leadership capabilities. Tracey's approach works well with those who:

- Want to make changes to their behaviour or ways of thinking
- Welcome a calm, supportive space
- Are willing to be challenged and explore possibilities.

FACILITATION:

Tracey has facilitated large circa 300 people events and local system workshops for leaders and enjoy supporting collaboration between partners and stakeholders. She is also a facilitator of Action Learning Sets and has provided direct facilitation of challenged boards and executive teams.

Tracey has designed and facilitated CPD accredited programmes on Authentic Leadership and developed and has delivered team development workshops for new teams and those that are facing challenges affecting performance and wellbeing.

PSYCHOMETRIC PROFILING:

Tracey is trained to deliver PROPHET psychometric profiling to individuals and teams.

KEY SKILLS:

Tracey has strong communication and interpersonal skills that enable her to build trust and rapport quickly. Her leadership skills and experience have been gained over 25 years in Local Government, the Civil Service and the NHS and through the Kings Fund Top Managers Programme and NHS Nye Bevan Leadership Award.

PROFESSIONAL QUALIFICATIONS AND TRAINING:

- European Mentoring and Coaching Council (EMCC) Coach Practitioner focused on Executive Coaching
- Neurolinguistic Programming Practitioner (NLP) for Business and Coaching
- Consultancy for Business and Coaching
- Nye Bevan NHS Leadership Award
- Kings Fund Top Managers Programme
- Post graduate diploma in public services management
- Post graduate diploma in careers guidance
- PROPHET Executive Team psychometric profiling

Recent CPD includes: A reflective space, Systems thinking, NLP Refresher, Transpersonal coaching, Coaching masterclass, Systematic coaching, Trauma Coaching, Bereavement of Job Loss, Team coaching.

PROFESSIONAL MEMBERSHIP:

- European Mentoring and Coaching Council (EMCC)

CAREER BACKGROUND:

Tracey began her career in Merchant Banking as a Management Trainee and after having children moved into working in the public sector. She has held roles as a senior leader in the NHS at local, regional, and national level for twenty-five years. Managing both small and large teams of multi-disciplinary staff. Her roles at national level in the NHS and Education involved working close to ministers and influencing and designing delivery of national programmes. Most recently Tracey has worked as a Regional Director at NHS England in the East of England leading the transition of the organisation to a new operating model.

RECENT TESTIMONIALS:

'The sessions we had helped me regain my confidence which at first, I had not realised had been chipped away by events of the preceding year. With your guidance I was able reflect on events that had an impact on my confidence, clinical abilities and day to day management and understand what I needed to do to improve, learn from and move forward. When I was searching for a coach, I was drawn to your profile because of your vast experience in the NHS. Having been guided by other colleagues to look for a BAME coach to gain maximum experience/exposure, I believe that my experience with your coaching style was not only very fruitful but gave me a holistic experience which is individual and transcends any cultural or ethnic boundaries'. **Deputy Head of Nursing**

'I have found my coaching sessions highly productive, by far the most positive personal development that I've participated in for some years. I have had comments from colleagues about the changes they have noted in my personal resilience, which was the core of our focus in my sessions. I am finding that I am able to support myself, colleagues and my team more effectively and confidently through a period of challenge and uncertainty, drawing on a greater inner calm that the coaching sessions have helped me to find. Thank you.' **CCG Executive Director**

'I have worked with Tracey over 3 sessions, during this time I've learned how to communicate clearly with my team whilst being realistic about the work I could take on, and most importantly learned how to say no. As a coach, Tracey helped me to reflect on my leadership style, identifying areas for improvement. She created a safe, yet challenging coaching environment whilst always taking the time to stay current and focused on the specifics of my role and how I could improve. Working with Tracey has enabled me to shape and implement a set of personal objectives that have materially improved my performance as a leader. She has empowered me to clearly identify the areas on which to focus in order to bring the greatest benefit to my career development.' **NHS Acute Trust Cardiology Registrar**