



Company Contact Name:

Blend Associates Ltd

Contact Details:

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LinkedIn Profile:

[linkedin.com/in/chris-rogers-8974a410](https://www.linkedin.com/in/chris-rogers-8974a410)

Geographical Base:

England, UK

PROFILE:

Chris has been a professional Executive Coach since 2007 with over 1500 hours of coaching experience, helping clients from some of the world's biggest organisations to transform their business impact. He runs his own coaching and talent development practice having previously enjoyed a 25-year successful HR career in blue chips and public sector organisations. Chris holds an MA in Strategic HR Management, a Post Graduate Certificate in Executive and Business Coaching from Leeds Beckett University and is accredited as a Senior Practitioner by the European Mentoring and Coaching Council. He is also certified to use a range of 360 and psychometric tools, including MBTI and FIRO-B. Chris' breadth of experience enables him to evoke strategic insight for those navigating the leadership landscape. He enjoys working with senior leaders, and their Executive teams, to drive cultural change within the organisational system. The coaching Chris provides is curious, intuitive, pragmatic, and empathetic.

COACHING, MENTORING & FACILITATION EXPERIENCE:

COACHING & MENTORING:

National Charity (Jan to Aug 2023)

Team Coaching for the Finance Director and their Senior Leadership Team to establish the strategy for the future direction of the function and how to come together as a team to make this a reality.

30% Club Mentoring Programme (Sep 2019 to Feb 2021)

Lead Mentor within the company for the national programme designed to provide cross-organisational mentoring to women with the potential to hold executive positions in the next 3-5 years.

NHS England Transformation (Apr 2022 – Mar 2023)

Executive Coach working with multiple coachees to understand their MBTI preferences, lead facilitator of a follow-up team development workshop and then 1-2-1 coaching of the Director and 2 direct reports to support their leadership of the merger of the organisation with 2 other NHS departments.

Assignments for Individual Leadership Coaching/Team Coaching 2018 to present:

Leaders transitioning into the following roles: CEO, Chief Risk Officer, Managing Director, HR Director, Finance Director, Head of Programme Management, Head of Business Strategy, Head of Financial Reporting. Team coaching with senior teams for the following: Group Chief Financial Officer, Group Chief Operating Officer and the Group Customer Director.

FACILITATION:

2023 – lead coach facilitating a series of ALS coaching networks within an NHS Discharge Hub

2020 – The Phoenix Story – webinars for 700 leaders to explore the new corporate purpose and strategy

2019 – Changing the Game – a virtual talent programme for 36 senior leaders with executive potential

PSYCHOMETRIC PROFILING:

2016 Emotional & Social Competence Inventory 360 tool – Korn Ferry

2006 MBTI Step 2, TDI, and FIRO Element B - Team Focus

2000 MBTI Step 1 & FIRO-B practitioner - OPP

KEY SKILLS:

- Executive and Board Coaching
- Team coaching and facilitation to drive strategy implementation
- Supports female leaders in developing their career progression
- Helps leaders to explore personal motivations to work through key career transitions
- Facilitation of Action Learning Sets and large group interventions

PROFESSIONAL QUALIFICATIONS AND TRAINING:

- 2020 Certified Systemic Team Coach – Academy of Executive Coaching
- 2018 Senior Practitioner Coach - European Mentoring & Coaching Council (EMCC)
- 2017 Post Grad Certificate in Executive & Business Coaching – Leeds Beckett University
- 2010 NLP Practitioner – Field Learning
- 2006 MBTI Step 2, TDI, and FIRO Element B - Team Focus
- 2001 MA in Strategic HR Management - Durham University Business School
- 2000 MBTI Step 1 & FIRO-B practitioner - OPP
- 1996 Diploma in Training Management – University of the West of England/CIPD
- 1989 BSc (Econ) in Politics & Government – University College Swansea

PROFESSIONAL MEMBERSHIP:

- Member of the European Mentoring & Coaching Council (EMCC)
- Chartered Member of the Chartered Institute of Personnel & Development (CIPD)

CAREER BACKGROUND:

Chris began his career as a Graduate Trainee in banking in 1989 and then moved into training and development leaving to join the Learning and Skills Council on its creation in 2001 as part of the HR Harmonisation team. Between 2003 and 2013 he worked for a couple of niche Talent & Leadership Development consultancies as firstly an Account Director and then as a Managing Consultant and Coaching Practice Lead. His coaching clients included the Home Office, UK Borders Agency, British Council, PwC, Siemens and Sellafield. Chris then joined the Bus Division of the transport company FirstGroup as Director of Transformation working on enabling an empowered, customer first culture. This resulted in the first growth in customer numbers for 10 years. Since 2016 Chris has been supporting the leadership capability within the life company, Phoenix Group, whilst the business has grown from 600 staff to 7500!

Chris now works independently via his own coaching business. Chris sees his role as combining his coaching expertise and organisational background, to help executives to raise awareness of their potential and make choices to unlock their true selves. Outside of work Chris enjoys travel, walking, political history, watching rugby and living in Warwickshire, England, with his wife and their three daughters.

RECENT TESTIMONIALS:

"The session had an incredibly powerful impact on me and gave me lots of food for thought. There have been a few times in my career where I have had a breakthrough moment of clarity that helped me in my development. Our discussion on my view of accountability and leadership and how I move from an individualistic view to a shared view was one of those moments. Thank you for helping me achieve that clarity." **Female Managing Director, Pensions Business Unit**

"I said I'd give some feedback based on the support you have been providing me/team over the course of the year.

- *The team session we had earlier in the year (just before first lockdown) was really beneficial to help us get a better understanding and alignment as a team.*
- *Importantly this provided you an insight into the dynamics of the team and the individual characteristics which have proved very beneficial to the support you have given me subsequently.*

• *You are a good listener, but you also probe very well to gain deeper insight. As the lead of a business who is not really aligned to a team of peers it can be a quite an isolating role especially in times of challenge, so your support is especially appreciated."* **CEO, Irish Life Company**