



Company Contact Name:

Blend Associates Ltd

Contact Details:

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LinkedIn Profile:

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Geographical Base:

Bournemouth, UK

PROFILE:

David loves to work with people looking to create meaningful change; mindset, behavioural or performance and is driven to help people broaden their self-awareness, perspective and thinking. This may come through coaching; increasing self-awareness, confidence, self-belief and clarity or through facilitation; providing input in order to stimulate discussion, promote reflection and aid new thinking.

For David, it's about helping people find the space for thinking, growth, challenge & reflection.

- Leadership coaching – individual and group.
- Workshop and webinar facilitation – specialising in self-leadership, emotional intelligence, resilience and building coaching capability.
- Mindfulness in the workplace – education, training, and individual support.
- Diagnostic work – linking to emotional intelligence, helping individuals gain clarity on their strengths, blind spots and opportunities to develop their leadership.

COACHING, MENTORING & FACILITATION EXPERIENCE:

COACHING:

Specialising in both individual and group coaching, David's work often incorporates insight from diagnostics or 360 / stakeholder feedback. Experienced in coaching senior leaders from across the private and third sectors, his assignments have included a Social Care and Health Charity, an Education Services Provider, NHS Trusts, a Financial Services Provider and a Residential Property Developer.

Typically contracting with Directors and Functional Heads, the senior leaders David works with often have a desire to create a demonstrable shift to their leadership style, to gain a better understanding of when they are at their best and to explore what might be getting in their way.

A few examples of recent coaching themes are set out below:

- Strategic leadership – stepping away from the detail, delegating, managing upwards, building relationships and looking externally for ideas, innovation and networking.
- Leadership shadow – navigating internal thoughts and emotions, looking to respond rather than react, developing personal brand and reputation.
- Assertiveness – self-confidence, relationship building and level of comfort with conflict.
- Motivation – understanding self, working with pressure and anxiety and building personal resilience.

FACILITATION:

Leadership workshops, events and programmes (broad topics and audience), senior team development, coaching skills workshops, change leadership webinars, mindfulness webinars and mindfulness practice groups.

A few examples of recent design and facilitation work are set out below:

- 'Leadership for Professionals' – a 5-month leadership development programme
- 'Mindfulness in the Workplace' – a series of interactive webinars
- 'Strategic Networking' – a webinar aimed at high potential leaders
- 'Self-Leadership' – a 3-day workshop, forming part of a graduate training programme
- 'Taking a Coaching Approach' – a modular workshop designed to upskill people leaders

PSYCHOMETRIC PROFILING:

- Hogan
- MBTI
- Strengthscope
- Saville Wave
- Motivational Maps

KEY SKILLS:

Individual and group coaching (in person and virtually), programme facilitation (in person and virtually), learning solution design, mentoring, talent management and competency framework creation.

PROFESSIONAL QUALIFICATIONS AND TRAINING:

- ILM L5 Certificate in Coaching & Mentoring
- Certificate in Mindfulness Based Interventions
- Introduction to Acceptance and Commitment Therapy course
- Emotions Centred Coaching Programme
- Action Learning Set Facilitator Training
- INLPTA Diploma in Neuro Linguistic Programming

PROFESSIONAL MEMBERSHIP:

- European Mentoring and Coaching Council
- Chartered Institute of Personnel & Development
- Institute of Coaching based at Harvard University Medical School

CAREER BACKGROUND:

David has over 20 years' experience in organisational development; leadership development, talent management, coaching and team effectiveness. Since 2017 he has worked freelance, focussing on leadership development and coaching. During his career, both within senior leadership roles and as an independent consultant, he has gained experience of working within both UK and International organisations across the private and third sectors. These include businesses such as JD Wetherspoon, Punch Taverns, LV= Insurance, P&O, PepsiCo, Barratt Developments, NHS, St John Ambulance, Arriva, Catalyst Housing Association, Carlsberg, BPP Education, Change Grow Live and the RNLI.

RECENT TESTIMONIALS:

"I had four coaching sessions arranged prior to maternity leave and in a very short space of time, I felt that David had a good knowledge of the topics which were important to me, and my career development. David's approach enabled me to identify areas for personal and professional growth which I hadn't previously considered, in a way which felt genuinely supportive and productive. In a short space of time this helped me to have better conversations at work, feel more confident and create plans for the future." **Director, Social Care and Health Charity**

"I found David's style and approach very well suited to my needs. I found the sessions both insightful and supportive. Would highly recommend David for his expertise". **Senior Leader, Education Services Provider**

"David has partnered with us to design and deliver several cohorts of an excellent leadership development programme in addition to several sessions on topics relating to wellbeing and change as part of our company wellbeing campaign. He understands the nuances of our organisation perfectly, is patient, proactive, flexible and the feedback from his work is consistently excellent. David is a real complement to our team and plays an integral role in the great development opportunities we have and continue to deliver to our employees". **Head of Learning and Talent, FTSE 100 Residential Property Development Company**