



Company Contact Name:

Contact Details:

LinkedIn Profile:

Geographical Base:

Blend Associates Ltd

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Cheshire, UK

PROFILE:

Zoë believes in aspiring to be our best adult selves – in the moment, every moment – and challenging ourselves to step up to what we know we are capable of and live the professional and work life we and others deserve. Zoë also believes that leading and managing others is a privilege and inspirational, authentic leadership with integrity really matters. In her 18 years senior leadership and management experience in large complex organisations, Zoë always aspired and challenged herself to put this into practice. Now, as an Ashridge accredited executive coach and supervisor, Zoë brings her values and experience to benefit individuals' and teams' performance through reaching new awareness, to achieve greater levels of trust, openness, clarity, mutual challenge, motivation and resilience. She encourages the conversations that need to happen in organisations. Zoe's style is highly empathic, yet challenging, tailored to the needs of every client.

Zoe takes a highly systemic approach, increasingly inviting her clients to think about their and their organisation's wider impact, in their sector, community, society and the wider human and non-human world. Zoe's value base is integral to informing her work – including the notion of aspiring to be a 'good ancestor', and the urgent need for a fair transition towards living within planetary boundaries.

Zoë has over 15 years coaching experience, latterly over 5000 hours as an external executive coach, group and team coach. Zoe is also an Accredited Coach Supervisor and has her own supervision.

COACHING, MENTORING & FACILITATION EXPERIENCE:

COACHING:

Zoë specialises in coaching individuals, pairs, groups and teams. She coaches from middle management to Board level and works on maximising individual, team and organisational performance through for example, maximising use of strengths, personal awareness/insight, personal brand management, developing clear strategies; improved confidence/self-image, difficult work relationships, clarifying career direction/achieving promotion and specific leadership skills.

Zoë is an experienced Executive Director with nine years at Board level in the NHS – latterly on the Board of a £1Billion turnover organisation. Zoë's Board portfolio has included strategy and business planning; communications, organisational development; human resources; equality and human rights; stakeholder and public engagement; customer care; governance and risk management; and managing merger and acquisitions. Zoë brings to her assignments a high level of conceptual ability. She is able to absorb large amounts of information, see through complexity and distil and communicate key messages.

FACILITATION:

Client list has included:

Gilead, Legal & General, AXA, UBS, TSB, Aldi, ASOS, Microsoft, BT, Pfizer, La Redoute, Deloitte, TNS, Castell, DX, Danone, F.A., Sellafield, NHS Leadership Academy, HMRC, DWP, Ofsted, NCA

Assignments included:

- Developing top talent in a retail bank through a group coaching-based leadership programme
- Coaching consulting firm partners to transition to wider roles in a global partner development programme
- Executive coaching for senior high potentials in the nuclear industry progressing into Board positions
- Working with members of the top 600 leaders of a global telecomms business to re-shape the leadership style and organisational culture to fit the new context

PSYCHOMETRIC PROFILING:

- MBTI
- Strengthscope
- Saville Wave

KEY SKILLS:

- Humanity
- Loving challenge
- Deep presence and depth of connection with client/s
- Frank compassionate feedback
- Organisational and political experience and awareness
- Systemic approach and awareness of complexity
- Analytical ability coupled with intuition

PROFESSIONAL QUALIFICATIONS AND TRAINING:

- MSc in Executive Coaching, Ashridge Business School
- Accreditation as an Executive Coach with Ashridge Business School
- Ashridge Post Graduate Certificate in Advanced Coaching and OD Supervision
- Approved Coach for the IoD (Institute of Directors)
- Approved Coach on the national NHS Leadership Academy Coaching Register
- Accredited in Saville Wave, Myers Brigg and Strengthscope
- MA (Oxon) Human Sciences
- Masters in Public Health

PROFESSIONAL MEMBERSHIP:

- ICF PCC credential

CAREER BACKGROUND:

After graduating Zoe worked as a General Management Trainee in the NHS and went on to a total of 15 years in leadership roles across commissioning and provider organisations, with 9 years at Board level. Latterly Zoe was Director of Corporate Affairs at NHS Manchester, one of the biggest PCTs in the country with a turnover of £1Billion. In addition, Zoe held a senior management role at the Audit Commission undertaking national value for money studies across health and education. Zoe left her NHS Director role of her own volition in 2009 to coach and develop her practice full time.

RECENT TESTIMONIALS:

"Zoe was a fantastic support during my transition to a new role. Like the art of black magic, Zoe managed to identify the blockers in my own thinking and self-belief and gave me real tools to use in addressing challenging situations. One year on, I revisit the output from my sessions with Zoe, and know the skills and tools have made me more effective in this role, and more able to make the next step when the time comes." **Director, Financial Services sector**

"Her strength is the combination of emotional connectedness and pragmatic, practical options and solutions...this is the reason I recommend her as a coach and value the time I spend with her" **Senior Leader, Civil Service**

"I continue to be amazed at how much that one session we had has benefitted my thinking and behaviour. The most useful two hours of my professional life!" **Account Director, national PR consultancy**