



Company Contact Name:

Blend Associates Ltd

Contact Details:

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LinkedIn Profile:

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Geographical Base:

Norfolk, UK

PROFILE:

Debbie is a change professional, supporting organisations, teams, and individuals to make transformational changes in their lives and work. She works with people who know that change is needed and have the desire to move forward in a positive and proactive way, developing the skills and confidence to progress, grow and adapt by doing the deep work required to develop personally and professionally. She work primarily in the public and not for profit sectors.

Debbie is empathetic and supportively challenging, standing alongside her clients as they look towards the future together, being a champion for them as they use their values to decide how to best meet their goals, unlock their inner wisdom and true potential. She has a keen interest in how people develop as adults and coaches people through life transitions, career changes and complex situations and decisions.

Debbie offers an optimistic and non-judgemental safe space for exploration, unpicking the issues and supporting people to make progress through true listening and enquiry. She uses a range of techniques and methods to support her clients including developmental & narrative coaching, motivational and solutions-focussed approaches, with a speciality in the field of team coaching, adult development and maturity.

Debbie's approach works well for: Making a transformational change and are willing to dig deep and challenge themselves in order to move forwards in their lives and work;

- Clarity about future direction for themselves and their organisations aligned to values
- Confidence to make major organisational changes
- Gain a deeper understanding of self and behaviour, unsticking the issues that hold you and your teams back
- Improved competence in role and leadership ability
- Personal and team development, refined skills, and improved progression prospects
- Make better decisions which have been well thought through and engaged appropriately

COACHING, MENTORING & FACILITATION EXPERIENCE:

Consultant supporting large scale organisational change and strategy development. Senior leader within NHS for Business Development and Change, Director of Transformation, Strategy and Business Planning for a social housing organisation.

COACHING:

- NHS – Divisional Directors, Executive Directors, Programme Directors, Service Leads and Associate, Directors across Acute and Mental Health Services, Workforce lead (Research), Chief Operating Officers, Deputy Chief Executives, Multiple Teams
- Local Authority & Social Care – Head of Operations (ASC), Commissioning (Individuals and Team)
- Education/Social Housing/Charities – Head of Faculty, Lecturer, Liverpool Health Partners (Teams), Director of IT, Client Services Director, Programme Manager, IT Teams, Programme Teams, CEO's Headway, Norfolk Voluntary Transport Charity, The Missing Kind (Individuals and Team), Director of Communications
- Commercial - Chief People Officers, Heads of HR, Directors of Communications, Directors of Marketing, Sales Directors, Account & Client Directors, Commercial Executives, Finance and IT Executives.

FACILITATION:

As an expert facilitator, she has worked multiple times with multiple parts of NHS England, Health Education England, National Institute of Health Research, National End of Life teams, and national programmes with NHSE Allied Health Professions as many commercial organisations.

PSYCHOMETRIC PROFILING:

- Leadership Values Profiling (Vertical Adult Development)

KEY SKILLS:

Coaching & Mentoring, Consultancy on staff engagement, culture change and strategy development, Facilitation, Understanding and integrating multiple perspectives, Leadership and Organisational Development, Business Transformation, Project and Programme management

PROFESSIONAL QUALIFICATIONS AND TRAINING:

- ILM level 7 Executive Coaching & Mentoring
- STAGES International Coaching Certificate – Adult Development
- Systemic Team Coach
- Values Profile Accreditation
- Hypnotherapy Diploma
- Agile Project Management Practitioner
- Lean six sigma
- Prince 2
- BA hons English Literature

PROFESSIONAL MEMBERSHIP:

- Registered with the European and Mentoring Coaching Council as a Master Coach

CAREER BACKGROUND:

Debbie has an extensive background in change management including NHS, adult social care and social housing and has crafted cases for change multiple time as well as leading the set up and implementation of programmes, projects and portfolios for change, nationally, regionally and locally including working with transformation partners, but in addition to this has spent several years working in a leadership and organisational development capacity focussed more around culture change and engagement, and most recently brings deep coaching expertise working with teams and individuals. Experience includes multiple NHS Executive teams and Boards at leadership, executive team and Board level but also with leadership teams internationally in other sectors including banking, retail, hospitality and technology orgs.

RECENT TESTIMONIALS:

"Debbie as always was encouraging, positive and engaging to be coached by. She has excellent rapport skills, and I have come away from each session energised to move forward." **CEO**

"Debbie is professional, friendly and highly effective. She quickly establishes an environment where I feel comfortable to share current challenges and priorities and helps me work through them in a logical, productive manner. The last session helped me work through a complex dilemma and gain clarity on how to progress in a way I am comfortable with." **Managing Director**

"The time I spent with Debbie was exceptionally useful. She listened and drew out various things about myself and my work that I had not previously considered. It was only a shame that there was not more opportunity to have one or two more sessions as I am sure this would have embedded the learning and behaviour changes I discussed. I would heartily recommend Debbie to anyone who needed coaching."
Commissioning Manager, Norfolk County Council