



**Company Contact Name:** Blend Associates Ltd

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**LinkedIn Profile:**

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**Geographical Base:**

Essex, UK

## PROFILE:

Neil has regularly coached clinical and general managers and leaders up to Board level since 2005. He has the background and core skills to coach effectively across a range of disciplines. Neil has extensive experience of working with GPs and medical consultants with success. He offers team coaching to support their development or work through specific time limited issues. He has a particular interest in developing leaders, especially accidental or reluctant leaders in the NHS.

Neil's interests include supporting people to lead with purpose. He is also interested in team development, culture change within the NHS and exploring how to introduce change to a system.

Style-wise, Neil believes that you are responsible for your decisions and actions. He aims to support you by clarifying your thinking, providing space to try things out and reflecting on what has happened as a result of decisions you take. It won't always be comfortable; Neil will challenge you to achieve as much as you can, and he aims to help you transform the way you work.

## COACHING, MENTORING & FACILITATION EXPERIENCE:

### COACHING:

Neil began coaching in 2005 as part of a strategy to develop coaching capacity in the NHS. On completion of the Management Futures executive coaching programme, he coached leaders and aspiring leaders across the east of England. Neil joined a coaching network and accessed regular supervision and updating CPD. Since that time, he has coached and mentored from board level to supervisor level, mostly within the NHS or third sector. He has also taken on team coaching assignments, primarily for those working together regularly. Neil also mentors leaders aspiring to take senior roles or change roles.

### FACILITATION:

Neil took part in a national NHS facilitation skills development programme in 2003. Since that time, he has worked with teams, groups, and conferences as facilitator. His aim is to ensure that his clients' objectives are met and that the people he works with have a rewarding and fulfilling session. Neil works well with groups seeking to address specific urgent issues and with those looking to develop and plan for the future. At the other end, Neil has experience of facilitating large national level conferences, study groups and awards ceremonies.

### KEY SKILLS:

- Strategic and operational service reviews (design and delivery)
- Workplace Investigations and reports
- Coaching & Mentoring
- Facilitation and chairing
- OD initiatives



## PROFESSIONAL QUALIFICATIONS AND TRAINING:

- Chartered Institute of Personnel and Development
- Yale University Global School of Health Management programme

## PROFESSIONAL MEMBERSHIP:

- Member of European Mentoring and Coaching Council

## CAREER BACKGROUND:

Neil joined the NHS in 1992. He worked in Community, Mental Health and Acute Trusts as HR Director. Neil moved into strategic HR in 2003, working on implementing new pay deals for staff. He then moved into new ways of working, including staff productivity at a regional and national level. His developing interest in the importance of great leaders and improving their resilience led him into leadership development until he left the NHS in 2017 to start his own practice.

## RECENT TESTIMONIALS:

*"I love my ALS they have made me feel supported and encouraged..... We have the best teacher for this, his tone never changes so you never feel what you add is not of value.." NG*

*"Neil is very good at cutting through to potential issues" MF*