



Company Contact Name:

Blend Associates Ltd

Contact Details:

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LinkedIn Profile:

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Geographical Base:

England, UK

PROFILE:

Richard is an experienced Leadership Coach who has worked with a range of leaders across a variety of sectors.

He has 25+ years' experience in senior HR, Leadership Development and Organisational Development roles and has been a member of several Executive Leadership teams.

Richard now works as an independent Leadership Coach focused on helping leaders tackle the day-to-day challenges of leading their organisations and teams. He has a particular interest in supporting individuals who have recently made (or are about to make) the transition into more senior roles. He builds strong relationships and develops trust with clients to help them to identify practical solutions to the issues and challenges that they face.

He is a graduate of the Meyler Campbell Mastered Programme and is an Accredited Executive Coach with the Association for Coaching. He runs his own coaching practice alongside his work with a Leadership Development consultancy.

Richard is a Fellow of the Chartered Institute of Personnel & Development and is accredited to use a range of psychometric instruments including MBTI, PROPHET and Insights Discovery.

COACHING, MENTORING & FACILITATION EXPERIENCE:

COACHING:

500+ hours of coaching experience across a range of sectors including the NHS, local government, financial services, fintech, insurance, medical research, IT, energy, education, the legal profession and charities. Coach at all levels of leadership from first time leaders through to MD/CEO.

MENTORING:

Significant experience of mentoring others whilst working within organisations – including graduates, new leaders through to those involved in talent/succession programmes

FACILITATION:

Experience of running multiple team development sessions along with group feedback relating to MBTI and Insights Discovery

PSYCHOMETRIC PROFILING:

- MBTI
- PROPHET
- Insight Discovery

KEY SKILLS:

- 1:1 Coaching
- Mentoring
- Group Facilitation

PROFESSIONAL QUALIFICATIONS AND TRAINING:

- Fellow Chartered Institute of Personnel & Development
- Meyler Campbell Mastered Programme (Business/Leadership Coaching)
- Accredited Executive Coach, Association for Coaching
- Myers Briggs Type Indicator (Step 1 & Step 2)

PROFESSIONAL MEMBERSHIP:

- Chartered Institute of Personnel & Development
- Association for Coaching

CAREER BACKGROUND:

Richard has 25+ years in various senior Learning & Development, Leadership Development, Talent Management, Organisation Development and HR roles. He is a member of several Executive Leadership teams.

Richard has worked independently since January 2020 – primary focus Leadership/Executive Coaching, also involved in Career Transition support and Leadership Development.

RECENT TESTIMONIALS:

"I have really appreciated Richard's ability and capacity to listen, not just to my words but to what I might not be saying. His helpful reflecting back and the space I was given to access by best thinking have brought insights which have enabled me to move my organisation forward with greater clarity and confidence.

Richard's approach and style is warm, encouraging, affirming yet incisively and appropriately challenging; I have grown in my leadership through each conversation.

Charity CEO

"Richard has a calm, confident style that immediately put me at ease; we explored challenging topics and he managed to get to the root of issues with uncanny expertise! The coaching sessions with Richard have positively impacted on me as a leader; I have a better understanding of my style and abilities which is more measured and less self-critical. The confidence has been empowering and was noted by others in a positive way."

Deputy Director, NHS Trust

"My coaching sessions have significantly changed the way I approach my career. Richard helped me to set a focus for each meeting, yet provided the flexibility and safe space to explore professional issues more deeply than I had anticipated. I was particularly impressed with how he was able to apply his experience to a professional discipline with which he was unfamiliar.

Senior Clinical Research Associate, University of Cambridge

"Richard was fantastic to work with. I learned a lot about myself, the way I'm perceived by others and how to flex my position and approach when dealing with different personalities and situations. Through the coaching sessions he helped me to recognise areas I could improve in and how to tackle them with confidence."

Operations Director, Financial Services

"Richard has a huge amount of experience and knowledge that he draws on and provided a great insight into my development. He prompted me to embark on true self-reflection, making me look at my career priorities, my personal development and my motivational drivers. After working with him I now have a clear plan for my next steps, my personal development and an achievable career pathway for the next 5 years, which I wouldn't have had without his insight, coaching and guidance."

Programme Director, Civil Service