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Essex, UK

PROFILE:

Michael has a lot to bring to the coaching relationship. He spent 20 years in senior leadership roles delivering Urgent and Primary Healthcare Services. During that time, he was also a national advisor providing consultancy support to providers, commissioners and regulators while continuing to work as a therapeutic counsellor. This has helped Michael develop a comprehensive and holistic approach to supporting individuals and groups which recognises the needs and impact of both heads and hearts.

Michael has recently spent time as Deputy Chair and Charity Trustee of the British Association for Counselling and Psychotherapy with a special focus on governance and strategic development within the organisation.

Working independently, Michael can ensure complete confidentiality and provide a fully personalised response tailored to each unique situation. Since becoming an independent coach over a decade ago, Michael has worked with a wide range of clinicians, executives, and other senior professionals as well as solo entrepreneurs supporting them through key moments in their careers and turning points in their lives.

COACHING, MENTORING & FACILITATION EXPERIENCE:

Michael is focussed on providing Individual, Relationship and Team Coaching for people working within the public and not for profit sectors. He believes that quality coaching is about maintaining the balance between challenge and support and that while challenge adds much of the dynamic energy to the conversation, without support it can feel like walking a high wire without a net. The coaching connection enables deep reflection on where personal challenges truly lie which then leads to identifying the resources needed to manage them more effectively.

Individual Coaching: Everyone's goals and aspirations are unique. Coaching conversations are an opportunity to explore whatever obstacles may be impeding progress towards achieving core desires and finding ways to overcome them. Whatever the focus, the context will come from identifying and understanding personal and professional goals and finding ways to make them real.

Relationship Coaching: Working simultaneously with two or more people whose professional lives overlap can significantly improve the quality of their relationship so each can achieve their individual and collective goals. This form of coaching is effective for people in a wide variety of relationships such as business partners, colleagues and those working in teams. It can be applied in a number of settings, wherever two or more people are committed to a shared outcome. This can be particularly useful when relationships have broken down or conflicts have arisen that people are struggling to overcome.

Team Coaching: Many organisational functions and aspirations are dependent on the effective delivery of dedicated groups of people. Their ability to work together as a team can make or break a service, an initiative or even the organisation itself. Teams are dynamic and constantly go through cycles of effectiveness. Taking a proactive approach and supporting people in gaining greater insight into their individual strengths and vulnerabilities, and how this might impact their work with others, brings intention to managing a core organisational function. Michael uses an Action Learning approach that empowers groups of people to identify and work through real-time questions and challenges while also developing greater trust in themselves and their colleagues.

PSYCHOMETRIC PROFILING:

Michael is an Accredited Practitioner of the PROPHET Individual and Team Profiling Instrument. This is a useful, and popular, mechanism for identifying an individual's preferred ways of working and then exploring them within the wider context of the colleagues they are working with. It has proven to be the start of very useful conversations about people's core values and focus, exploring where they might complement or collide with others and then to find ways to manage this across the organisational system.

KEY SKILLS:

Drawing upon his diverse management and board level experience and extensive training in coaching, counselling and professional supervision, Michael is able to work effectively within the increasingly complex situations that all senior leaders inhabit. He has direct experience of delivering public sector services and the intense scrutiny from commissioners, regulators and the public that this entails. This has resulted in a deep understanding of the wider context within which leaders are increasingly required to operate and an ability to work with the complex mix of emotions that arise.

PROFESSIONAL QUALIFICATIONS AND TRAINING:

In addition to gaining real world experience as a provider organisation chief executive, board member and national adviser, Michael has pursued parallel study paths in management, coaching and counselling. Research and academic study led to Michael gaining masters degrees in both business (MBA) and therapeutic counselling (MA). To further develop his coaching skills, he completed an advanced diploma in professional coaching accredited by the Association for Coaching at their highest level and which forms part of their Coach Accreditation Programme. By adding a diploma in integrative supervision of individuals and groups, Michael is able to work with a wide range of professionals encouraging them to reflect upon their practice and the impact it has on their colleagues and those they are endeavouring to support.

PROFESSIONAL MEMBERSHIP:

Michael is a registered member of the Association for Coaching, MAC, and an Accredited Member of the British Association for Counselling & Psychotherapy, MBACP (Accred), and remains fully compliant with their codes of ethics.

RECENT TESTIMONIALS:

"I can highly recommend working with Michael Golding. Clarity is superb!"

"Michael was a very thoughtful and helpful Coach. Over our sessions, we really got under the surface of some of my beliefs and behaviours - and how they impacted my professional and personal life. I would certainly recommend his services."

"I really feel that Michael has been present in each session, hearing the nuances of my dilemmas. He has been able to reflect back with intuition the not so obvious parts of my motivations in a useful and enlightening way. Michael's support and encouragement has allowed me to move on considerably in my goals and in ways that are a lot more subtle and enduring than simply getting things done."

"Thank you very much for such a transformational process. I feel as though I am in a different place now compared to when we started. I have let go of old limitations which did not serve me and can now look forward positively."

"My experience has been hugely beneficial both personally and professionally. Having dedicated time to think in a safe, caring and supportive environment has allowed me to explore my goals. Having a skilled coach with me discussing my options allowed me to consider other approaches which I would not have previously considered. As a result of my coaching experience, I have developed the confidence to do things differently and look at situations through a different lens."