



**Company Contact Name:**

Blend Associates Ltd

**Contact Details:**

[info@ltdblend.com](mailto:info@ltdblend.com)

**LinkedIn Profile:**

[linkedin.com/in/anne-osborn-0435b126](https://linkedin.com/in/anne-osborn-0435b126)

**Geographical Base:**

Norfolk, UK

## PROFILE:

The focus of Anne's coaching portfolio has been supporting individuals and teams in the NHS facing individual or organisational performance issues, operational pressures, resilience issues, stress from workload or external pressures, facing career changes and challenges, taking on new roles, and latterly, coaching through the pandemic.

Anne has worked with a range of NHS organisations, based on recommendations from her results, and has excellent feedback from the many senior leaders and operational teams she has worked with.

## COACHING, MENTORING & FACILITATION EXPERIENCE:

### COACHING:

Anne is approachable and systematic in her approach to coaching. Self-motivated and energetic, Anne operates with the utmost integrity, bringing a pragmatic approach to the coaching conversation, and conducting all conversations in a supportive and non-judgmental way. Anne's NHS career includes a wide range of hospital operational leadership and management experience, coaching individuals and teams through many challenging situations, Anne is able to operate within established, emerging and changing environments.

Anne's approach works well for those who want to work through issues in a supported way whilst finding it helpful to be stretched and challenged in a professional and respectful way.

### FACILITATION:

Anne has worked with many and varied teams facilitating team development and growth. This includes working with teams on defining their role and purpose, setting strategic direction, creating business plans, developing innovative solutions to challenges facing the team and facilitating teams in finding a way through complex multi-organisational issues.

This includes:

- Working with a newly established teams to develop vision, values, and a clear plan of action
- Running workshops with teams experiencing inter-personal issues and challenges, getting in the way of effective working
- Facilitation of teams facing external challenges, leading to cohesive and effective teamwork in developing their response.

## PSYCHOMETRIC PROFILING:

- Prophet Profiling

## KEY SKILLS:

- Extensive skills as a coach, mentor and facilitator, with the ability to support and yet challenge coachees to work on their agendas with integrity and respect.
- Extensive experience in operational delivery, performance management, strategic development and negotiating skills with track record of delivering results through clinical engagement, teamwork and leadership.
- Proven track record in coaching outcomes.



## PROFESSIONAL QUALIFICATIONS AND TRAINING:

- ILM Level 7 Diploma: Executive Coaching and Mentoring
- Resilience Coaching
- Outdoor Coaching
- Team Coaching
- Menopause Coaching
- Trauma Coaching
- Bereavement of Job Loss
- Strategic Thinking

## PROFESSIONAL MEMBERSHIP:

- EMCC (European Mentoring & Coaching Council)

## CAREER BACKGROUND:

With 30 years of successful experience in the NHS and 17 years as an Executive Director of a major Teaching Hospital, responsible for strategy, business planning, performance management and contract negotiations. Anne is a Level 7 Executive Coach and Mentor with 12 years' experience in coaching senior managers and their teams. Anne has worked with coachees across a wide range of NHS sectors including acute hospitals, mental health and community trusts, ambulance services, commissioning organisations and research networks, across both clinical and managerial roles. Skilled in operating strategically with clients to consider organisational factors, with many years of frontline senior management experience to draw on, Anne works with individuals on their own personal goals, work issues and challenges.

## RECENT TESTIMONIALS:

*"Anne, as my coach, facilitated identifying issues that seemed insoluble and exploring them in a confidential and safe space, but with challenge. Outcomes from our meetings always led to fresh ideas, ways of moving forward and gave tangible results."* **Chief Operating Officer.**

*"Through my time being coached by Anne I developed as a manager, growing in confidence and becoming more resilient and developing new skills to support my role."* **Divisional General Manager**

*"Anne is approachable and has a wonderful ability to bring out the things you don't even realise are creating barriers for you. She facilitates clients to do their own thinking whilst drawing on a wealth of experience."* **Divisional Manager for Surgery**