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Cambridge, UK

**PROFILE:** Dorinda's coaching practice is informed by Adlerian theory and Psychotherapy and inspired by other ancient philosophies. With 20 years experience in various roles within international FMCG brands, clinical research organisations and business start-up, her work enables leaders align their beliefs and values in gaining clarity and confidence in their next steps and leadership journey.

As a coach, her style is to stay encouraging, open and curious; yet challenging current mindsets, beliefs and values that might be getting in the way of you or your organisation's continual success.

She also consults for the clinical research and pharmaceutical industries where she uses coaching as a tool in inspiring collaborative work for successful completion of projects with tight deadlines and in working with key stakeholders on process improvements.

## COACHING, MENTORING & FACILITATION EXPERIENCE:

### COACHING:

Dorinda is passionate about understanding the psychology of people and in particular aims to help others find meaning and movement in challenging circumstances.

She coaches executives and provides leadership support to key players looking to gain a deeper sense of belonging, professional presence and influence that fosters collaboration in a diverse, inclusive, high performing work environment.

She supports leaders looking to return to work following a career break, those keen to make a career change, and those managing stressful life situations re-gain their confidence and reposition themselves for professional excellence.

### FACILITATION:

Dorinda develops and delivers a series of leadership programmes for executive leaders, underrepresented groups and Women of Colour in leadership.

These workshops support leaders looking to harness the different facets of their strengths in staying grounded, influential and inclusive in their role.

She has the privilege of supporting diverse teams in creating a collaborative and supportive work culture where everyone feels respected, trusted to contribute and valued for their input.

Here are some of the workshops she facilitates:

- Empowering Female Leaders in STEM
- Leading Diverse Teams
- Women of Colour in Leadership
- Career & Leadership Progression

### KEY SKILLS:

- Coaching and supporting leaders in identifying their authentic leadership style
- Adopting effective coaching aids in facilitating insight into underlying values and beliefs that might be disabling effective leadership
- Supporting leaders in managing difficult/stressful life changes
- Working with diverse teams looking to articulate a clear vision, clarify goals and expectations
- Supporting women and underrepresented groups overcome self-doubt, often partly linked with past experiences of microaggression and bias in the workplace.
- Developing leadership programmes to empower underrepresented groups

## PSYCHOMETRIC PROFILING:

- Adlerian Lifestyle Assessment/profiling

## PROFESSIONAL QUALIFICATIONS AND TRAINING:

- 2023 Certificate in Diversity, Equity & Inclusion: DEI Strategies for Business Impact
- 2021 Senior Practitioner Coach (EMCC)
- 2020 - 2021 Advanced Diploma in Coaching
- 2018 - 2021 Certificate in Adlerian Psychotherapy & Counselling
- 2005 MSc. Food Biotechnology & Opportunity Recognition
- 2003 BSc. Food Science & Nutrition

## PROFESSIONAL MEMBERSHIP:

- Member of the European Mentoring and Coaching Council (EMCC)
- Member of Adlerian Society, UK
- Member of the Research Quality Association (RQA)

## CAREER BACKGROUND:

Dorinda's early years started within the FMCG and clinical research industries. She's led the successful completion of several clinical research projects as a Lead quality assurance auditor. She's supported many project directors in their roles; providing regulatory & compliance support, advice and ideas brainstorming. In fulfilling her role, she often has to engage several stakeholders and top management in solving quality challenges and works collaboratively with different functional areas of the business to manage risk. She's trained, supervised and mentored quality assurance advisers and auditors who now hold key roles within the industry. In 2013, she started a cottage food business where she led a team towards a clear vision in launching new products and gaining local food production site and safety accreditation. She adapts her leadership style to suit the needs of the businesses, individuals and teams. She is authentic in her approach and always looks for opportunities to learn and develop.

Dorinda continues to work as a Quality Assurance Consultant within the clinical research industry where she focuses on leading strategic process improvements and inspiring collaborative work.

## RECENT TESTIMONIALS:

"Thank you Dorinda Nartey for such an insightful session on Women of Colour in Leadership - what a fantastic course and it's been wonderful to meet and connect with so many talented, powerful and inspiring women. Highly recommended!" **Review from Women of Colour in Leadership course**

"Dorinda is a fantastic speaker; knowledgeable and empowering. Our workforce was engaged the whole way through her workshop and she created a very welcoming environment" **Review following online speaking engagement within public sector**

"Dorinda did a great job of positively challenging us on our actions / goals on the back of the workshop – and we have decided to give me the role of leading on ED&I so that our commitments and goals are clear, communicated and actioned" **Review from EDI course delivery - email review 12 Jul 2022**

"Dorinda has been and continues to be an outstanding coach. She is warm and welcoming, and very person-centred in her approach. Her considerable skills are shared with enthusiasm and her instincts are right on the money. I have felt safe, nurtured, challenged, supported and encouraged. She is no marshmallow, that's for sure, and didn't let me get away with anything! It has been a revelation and a real joy to work together, and I have made significant strides into the next phase of my life" **Review from one to one coaching**

"Dorinda's coaching helped me at a time when I was stuck and feeling rudderless. She's very thorough, patient, and finds a way of helping people articulate what they are feeling. It helped me to see things in a different way. I'd recommend Dorinda to anyone looking for a transformational coach" **Review from one to one coaching**