

Dorothy Matthew

Qualifications

- PG Cert – Business & Personal Coaching – University of Chester
- MA Human Resource Strategy – University of East Anglia
- Member of Chartered Institute of Personnel & Development
- HND Hotel Management – University College Birmingham
- British Psychological Society Registration - Level A & B
- SHL Occupational Testing & Personality Questionnaire
- Mentor with Institute of Enterprise & Entrepreneurs – IOCC

Contact

tel : 07714 755963
 email : dorothy@brilliant-people.co.uk
www.brilliant-people.co.uk

Coaching Approach

Dorothy's key aim is for her clients to leave every session feeling motivated, gaining momentum and making progress towards achieving their goals. With this in mind she will:

- Support and encourage you to clarify what you really want.
- Help you set goals & plan actions so you achieve results more quickly.
- Create a 'thinking environment' to enable you to develop your own solutions.
- Ask for permission before offering advice or additional choices for you to consider.
- Provide focus and hold you to account for completing any homework & follow-up actions.
- Understand that making changes takes time, effort and commitment.
- Invite feedback to ensure you get the very best from the coaching partnership.
- Respect confidentiality - everything you discuss will be between the two of you.

Personal Profile

Dorothy is an engaging, supportive and results-driven Executive Coach. She passionately believes that coaching is one of the most effective ways people can maximise their performance, leverage their talents, unlock their potential and be the best they can be, from both a business and personal perspective.

Before setting up her own business in 2010, Dorothy developed her career in a variety of HR and people development roles in the hospitality, retail, financial services and e-commerce sectors. Career highlights include Head of People at Asda's Home Office, People Director in Wal-Mart's International Division and Change Director at Shop Direct Group. She has first hand experience of coaching, supporting & developing leaders in fast paced demanding environments – through turnarounds, mergers, acquisitions, start-ups, periods of growth and change. She fully understands the joys and challenges placed on leaders by business life.

Passionate about the link between inspiring leaders and winning companies, Dorothy now works as an Executive Coach and People Consultant, specialising in coaching & leadership development, team coaching, culture change, engagement and HR Strategy.

She is practical, down to earth, with a lively and engaging style, & is passionate about adding real value to the people and companies she works with.

Coaching Focus

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| Executive Coaching | Working with senior executives to develop their potential, raise their self awareness, improve their performance and stimulate their commitment to make positive changes in their work, careers and lives. |
| Leadership Coaching | Working with leaders and managers at every level to develop the skills they need to inspire & engage their people and their teams. |
| Team Coaching | Facilitating high energy impactful team development programmes to help teams create new ways of working and become 'high performing' successful teams. |
| Expatriate Coaching | Working with expatriates & their families to support them before, during and after international assignments. |
| Career Coaching | Working with leaders across the full spectrum of career development - preparing high potential leaders for promotion; supporting leaders in first appointment director roles; first 100 day planning for leaders in a new role, supporting those seeking |
| HR Coaching | Working with HR leaders on their HR strategy and supporting them to leverage their influence and relationships with their directors, leaders and teams. |

Vicky Warren

Qualifications

- Diploma in Executive Coaching, Middlesex University (affiliated to EMCC, ICF ACSTH, AC)
- Msc Human Resource Management – Sheffield Hallam University
- BEd (Joint Honours) Business Studies & Education (2:1) Northumbria University
- MCIPD
- NVQ Assessor
- Sheppard Moscow Power of Positive Influence- London (1998)
- SHL Occupational Testing & Personality Questionnaire

Contact

tel: 07881 447869
 email : vicky@people-inc.co.uk
www.people-inc.co.uk

Coaching Approach

Vicky passionately believes that outstanding performance can be released by effective coaching and has the following coaching approach:

- Everything that is discussed is completely confidential.
- Support you to set goals & plan actions so you achieve results more quickly.
- As your coach my role is not to provide you with solutions but to give a framework of thinking, through carefully targeted questions, that allows you to produce your own solution and help you realise that solution by holding you to account for your decisions.
- You will leave sessions feeling that you have gained momentum and moved towards achieving your desired outcome/s.
- Understand that making changes takes time, effort and commitment.
- Reflection on certain topics can sometimes create highly emotional states. This is normal and understood.

Personal Profile

Vicky is an energising, challenging and supportive coach.

Her powerful approach inspires leaders to drive change, which supports their business growth. She willingly takes risks, firm in the belief that individuals can achieve extraordinary things if they have the desire to change.

Before becoming an executive coach, Vicky had 20 years experience in the financial services and retail industry, latterly as Executive HR Director for HBOS plc for Retail Distribution. She has diverse commercial experience which she combines with a passion for developing senior executives & leaders to reach their full potential.

Vicky is a dynamic, open & enthusiastic, which enables her to build rapport quickly. She has an interactive, challenging, collaborative and client focused approach.

Vicky's coaching experience covers a range of industries and organisations, including retail, financial institutions and technology. Across this range, Vicky has worked with senior individuals to tackle challenges that include career transition, influence & impact, strategic leadership, high potentials and building confidence & gravitas.

Coaching Focus

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|-------------------------------------|--|
| Executive & Leadership Coaching | Working with Executives and Leaders to develop their potential, raise their self awareness, improve their performance and inspire and engage their people. |
| HR Leadership | Working with HR leaders to support their development of HR Strategy and or personal development. |
| Team Coaching | Working with teams in an inspirational and thought provoking way to support a team to become a brilliant team. |
| Maternity and Senior Women Coaching | Working to improve outcomes for employers/employees by supporting their women executives (in some cases before, during and after maternity leave). |
| Career Coaching | Working with individuals who are seeking transition to other roles, exiting organisations or wanting to explore their future. |
| High Potential | Working with talented individuals to support their accelerated development and progression. |