



Pauline Clare CBE

Executive Coach
Team Coach
Coach Trainer and Supervisor

Commercial background

Before becoming a coach, Pauline was the UK's first female Chief Constable. Her former Force remains one of the country's top-performers.

Since 2002 she has coached private and public sector clients including: Aviva, Johnson and Johnson, New Charter Housing and the NHS.

She is expert in:

- **Supporting organisations through change**
- **Developing emotionally intelligent leaders**
- **Building leaders' ability to think strategically.**

Pauline has B.A. in Psychology and an Advanced Diploma in Executive Coaching. Above all, she encourages powerful results. Andy Stafford, Managing Director New Charter Housing describes her coaching as: *"A wonderful experience that has moved the business forward"*.

Areas of Coaching Expertise

- Working with Executives to implement cultural and other organisational change
- Providing Support and Challenge for Senior and Executive Leaders
- Measuring and helping Leaders adopt a Transformational approach to Leadership
- Working with individuals to have more impactful and difficult conversations
- Coaching teams to work more effectively
- Working with Women Leaders to develop higher levels of resilience.

Levels of Experience

CEO, Managing Director, Director, Senior and Middle Managers, high potential leaders of the future.

Sector Experience

Local, Regional and National Government; Police; Fire and Rescue; National Health Service, Universities and Housing Associations. Financial Services, Marketing Companies, Construction, Plant Hire, Plumbing, Retail, and Brewery and Hospitality Industry.

Corporate Background

First female Chief Constable in UK, Leading an Organisation of 5000 staff and a budget of £200 million (1995- 2002).

Qualifications and Accreditation

- Accredited Coach with UK Association of Coaching
- BA (Hons.) Degree in Psychology
- Advanced Professional Diploma in Executive Coaching (Leeds Metropolitan University)
- Post Graduate Diploma in Coaching Psychology (Leeds Metropolitan University)
- Post Graduate Diploma in Coaching Supervision (Leeds Metropolitan University)
- Accredited with the Real World Group in TLQ (Transformation Leadership Questionnaire) tool
- Companion of Chartered Management Institute.

Coaching Approach

I take an eclectic approach to my coaching work based on the needs of my client(s) at that time. This allows me to draw on a range of approaches and models which together with my psychological mindedness, helps me interpret what is emerging from those clients and which intervention might be of most help to them. I am regularly supervised in my practice and I undertake other continuous professional development.

Sample Client Assignments

- Coaching a CEO of an NHS Trust to become more emotionally intelligent and to use this approach to lead the Trust through a period of significant change
- Coaching a temporary CEO of a Local Authority to adjust to their new position and to help them determine whether to apply for the substantive position once advertised.
- Coaching a top team in a Housing Association to work differently for their better performance of the Business
- Delivering coach training to senior managers in a County Council which has adopted a coaching approach to cultural change in that Organisation.
- Delivering Leadership Masterclasses to Managing Directors in various SMEs in many different sectors in the N.W. of England and Wales on Transformational Leadership and emotional intelligence.

Leadership Coaching
Team Coaching
Coach Supervision
Coach & Mentor Training
Facilitation

lead, inspire, succeed

We work with you and your teams to grow performance way above the sum of your parts. Most of all, we help you uncover and realise your own potential to lead, inspire and succeed.

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