



**QUEEN'S
UNIVERSITY
BELFAST**

**WILLIAM J. CLINTON
LEADERSHIP
INSTITUTE**

EXECUTIVE COACHING

**SHAPING
A BETTER
WORLD
SINCE 1845**

EXECUTIVE COACHING AT THE LEADERSHIP INSTITUTE

At The William J. Clinton Leadership Institute, Queen's Management School, we offer a range of high calibre executive coaching products providing leaders with a safe space to take time out, work through challenges and explore new ideas.

We view coaching as a powerful leadership resource, helping executives move learning beyond the acquirement of new knowledge and delivering positive, behavioural change. We support executives and challenge them to leverage their own capabilities to promote high performance and develop effective leadership skills.

Our consultative approach closely matches the most suitable coaching faculty to the level and industry sector of the executive at the start of our coaching needs analysis, to ensure that the coaching process is optimised for best effect.

Our coaching team is fully accredited and bring many years of industry and life experience to the table. They have worked in public, private third sectors and many have international experience.





COACHING PRODUCTS

At the Leadership Institute our approach is flexible and designed to work around your needs and schedule. We offer a range of coaching products to suit your specific needs, with coaching delivered virtually and in-person;

INTEGRATED COACHING

Delivered between modules as part of a programme. This type of coaching is typically designed to reaffirm and reinforce learning and skills to allow leaders to address personal developmental needs. Used within an organisational context, integrated coaching helps to multiply the return on investment in leadership development by increasing the likelihood of sustainable behaviour change and improving performance.

ON DEMAND COACHING

Delivered outside of a programme to an individual. This type of one-to-one coaching typically helps the individual develop strategies and skills to face a new or ongoing challenge or opportunity, such as transitioning into a new role. Individuals benefit from the space to reflect on themselves and the future of their organisation.

TEAM COACHING

Team coaching may be delivered as a standalone programme or incorporated into one of our customised courses. Team coaching provides the space for intact teams to move beyond individual performance to tap into their “collective leadership” potential.

COACHING SKILLS AT SCALE

We offer tailored skill building workshops that build the coaching skills of line managers and leaders, equipping them with the tools, opportunity for practice, and feedback that truly drives a change in culture.

PSYCHOMETRIC ASSESSMENT

All of our programmes and coaching interventions may be supplemented with psychometric assessment, ideally in advance of a coaching intervention. Assessment helps individuals to gain a deeper understanding of the client allowing us to closely match the coaching practice to the client’s own leadership style and needs. All of our experienced coaches are qualified and experienced practitioners in a range of psychometrics including Emergenetics, Insights Discovery, Leadership Circle and Myers-Briggs.

Our coaching products are delivered to the highest standards by our high calibre coaching team. We also have access to a network of experienced international coaching associates, accomplished in senior leader coaching in a wide range of industry sectors. Our approach ensures that we can tailor a coaching package that meets your specific needs and level of experience.

MEET OUR COACHES

LOUISE O'MEARA



Louise brings twenty five years' experience in supporting leaders and managers to focus on and optimize the creativity, energy and spirit of others to achieve success at the 'double bottom line' - achieving outstanding results and positive employee experiences of commitment, contribution and dignity at work and in the community.

Louise is the programme lead on our Emerging Leaders Open programme, the Queen's University MBA Leadership module, and for many of our custom programmes. Louise's previous role as Regional Director of IISC Ireland, saw Louise lead a team providing consultation, facilitation, leadership development and training services designed to transform organisations and build the capacity of leaders on the island of Ireland, in Europe and beyond.

Louise is an accredited Academy of Executive Coaching (AoEC) coach and a member of the Association of Coaching (AC) and is highly experienced in coaching and facilitating public private third sector executives at a wide range of organisations.

Louise has developed significant expertise in facilitating process design, strategic planning and change management with multi-stakeholder teams. Recent clients include: Pramerica, Glen Dimplex, Labour Relations Agency, Akcea Therapeutics; Atlantic Philanthropies; Belfast City Council; Environmental

Protection Agency; European Foundation Centre; Genzyme Therapeutics; Health & Safety Executive of Northern Ireland; Institute for Public Health in Ireland; Royal College of Nursing; SAANAD for Sustainable Development in the Arab Region, United Nations UNOPS.

RELEVANT QUALIFICATIONS

Louise holds a Bachelor of Social Science (Honours) and an Advanced Certificate in Group Psychotherapy. She received her PhD in Leadership and Collaboration in 2016. In addition, she has undertaken Interaction Associates Coaching EDGE Programme, and is a certified trainer in Facilitative Leadership, Advanced Facilitation Skills, Conflict Resolution, Group Work Skills and The Masterful Trainer Programme. She is accredited to deliver Insights Discovery based learning solutions and is also licensed in The Leadership Circle and Myers Briggs.



MEET OUR COACHES

SHAUN PENDRY



Shaun Pendry is a highly experienced international executive and team coach. He has a unique blend of coaching skills and experience plus a thirty five years of leadership experience. This means that Shaun is able to work with his clients on a range of issues at key inflection points of their career or when teams need to work through challenges or address dynamics.

Shaun's coaching philosophy is simple. It's all about people, and the way that we relate, connect and communicate with each other. His coaching experience has given him two key principles on which the rest of his work hangs.

- Each person is unique, and coaching work reflects this. Shaun builds a strong relationship of trust with his clients so that they can explore, create and take action. Shaun is there to be with them as they face their challenges.
- Every coaching situation is different to the last. We explore and deconstruct the situation with each client to help them make sense of it. Together they delve into the connections between different aspects of their situation and how they can work with it in a practical way.

These fundamentals mean that Shaun approaches each coaching situation with an open mind, and his work is outcomes-driven in the widest possible sense.

Shaun's approach involves looking at the way forward in a situation, identifying what is possible and understanding what might get in the way. Each coaching engagement is confidential and non-judgemental. This means that clients can be truly open and honest in the conversations that they have. Most people find it truly liberating to be able to voice their deepest thoughts and concerns.

Shaun shapes and tailors his work to each client and their unique circumstances, meaning that he does not have a set process or an 'off the shelf' coaching solution. When you work with him, you'll get a completely bespoke coaching experience that addresses your specific needs and desired outcomes.

As a qualified coach Shaun has a Diploma in Executive Coaching from the Association of Executive Coaches and is accredited by the International Coaching Federation (ICF). This means that his coaching has been assessed and accredited and that he abides by the Code of Ethics of the ICF.

MEET OUR COACHES

DAVID PAULSON



David is a lecturer and Professor of Practice at Queen's Management school, teaching Resilience, Leadership and Contemporary Management on the Queen's University MBA and undergraduate courses. David also features in many of our Leadership Institute programmes. He is a qualified executive coach, accredited with the Academy of Executive Coaching, and works with senior executives and entrepreneurs to help them realise their potential, address current challenges and strategise for the future.

David's professional and academic experience combines senior level leadership experience with a lifelong commitment to personal academic development. David's leadership and management experience includes challenging senior management roles in industry to Managing Director level. David attained his PHD whilst leading internationally focused SMEs.

Prior to joining Queen's University he completed a part-time PhD at Cambridge University, researching family-owned SMEs in England and Germany. David's PHD research was undertaken whilst working as the Managing Director of two SMEs. Over a thirteen-year period David ran a small family firm, and a larger manufacturing business which designed and built interior components for buses and trains in its factories in England and Malaysia. David's work experience spans Europe, Asia and the United States, and included responsibility for strategy and people management, as well as for

overseeing customer and supplier relationships and daily operations. Before becoming an MD, he completed an MBA at Cranfield School of Management, worked internationally for the American company GE and was a PhD student at Harvard University. David's earlier professional experience includes a self-employed sales representative and a farm labourer.

As a Managing Director he retained executive coaches to work in his business, working together on a range of projects including recruitment, assessment, and the performance of company directors. David is uniquely placed to coach having experienced the benefits of coaching from the other side.

David considers himself fortunate to have had such a varied professional and life experiences working with people from all sorts of organisations and cultures. He understands the challenges posed to Senior Executives as they manage their busy schedules, balancing the leadership challenges, busy working days, family life and their commitment to their ongoing leadership development learning.



MEET OUR COACHES

JOANNE KELLY



Joanne is at the forefront of transformational coaching and development, specialising in empowering senior leaders to achieve fulfilment in their roles. She has over twenty years' proven experience enabling people and organisations to achieve exceptional results, through providing a range of innovative coaching and training interventions. She has worked extensively across the private, public and voluntary sectors, incorporating financial services, technology companies and manufacturing.

With an astute and intuitive approach to executive development, underpinned by best ethical practice, Joanne works at all times within the EMCC/ AC code of conduct. She brings extensive experience gained from both her range of coaching qualifications, interest in neuroscience and extensive practice.

As a coach, her clients describe her style as insightful, challenging and professional, being truly present to them in order to encourage them to find solutions, develop new perspectives and implement tangible outcomes.

In addition to delivering individual coaching solutions. Joanne specialises in female leadership development, personal effectiveness, diversity, inclusion and empowerment. She delivered a range of leadership development programmes, including Grit & Grace on behalf of the William J. Clinton Leadership Institute. She is currently running Flourish to staff within NIE.

Joanne runs a successful consultancy business, delivering accredited leadership development and coaching solutions. She currently provides ILM accreditation for leadership programme across the University and supports the ongoing development of their internal pool of coaches. She is an active assessor for Diversity Mark NI promoting Diversity & Inclusion.

Joanne is a qualified executive coach and is both accredited and a member of the Association of Coaching (AC) with a range of Master's level coaching accreditations. She is completing accreditation with The Institute for Women Centered Coaching, Training & Leadership. She is an Advanced accredited Emergenetics practitioner with recent clients from Google (US & APAC), Guidewire, and the Irish Defence Forces.

RELEVANT QUALIFICATIONS

BSc Honours in Computer Science, Queens University, ILM Level 7 Certificate in Executive Coaching and Leadership Mentoring, ILM Level 5 Diploma in Management Coaching & Mentoring, Coaching Models of Practice level 6 QQI Award, Accredited Executive Coach with the Association for Coaching (AC). Advanced Emergenetics Associate, qualified to conduct Emergenetics Psychometric testing

GET IN TOUCH



To discuss our range of Executive Coaching options with our trusted team please email;

Sue Burns: Sue.Burns@qub.ac.uk

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WHAT OUR CLIENTS SAY...

'Created head space – and that was huge'

'coaching has had a profound impact on me'

'phenomenal'

'very powerful'

'cathartic'

'The coaching sessions provided me with a clear pathway to finding solutions to issues and gave me a strong foundation to build coaching skills to enable me to coach and empower my colleagues. The sessions helped me to develop a structure allowing me to coach others to help them focus on specific issues and possible outcomes providing them the opportunity to find the best solutions and grow their skillset'

Testimonial from a Senior Manager and Corporate Banker benefitted from one-to-one coaching with our experienced coach as part of the Emerging Leaders Open programme.





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How to get more information

Visit our website

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or e-mail: leadershipinstitute@qub.ac.uk

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