



**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 University, 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, measurable, behavioural change. We support executives and challenge them to leverage their own capabilities to promote high performance, developing effective leadership skills.

Our consultative approach closely matches the most suitable coaching faculty to the seniority 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 are fully accredited and bring many years of industry and life experience to the table. They have worked in both public sector and private 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 learning 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, such as transitioning into a new role. Individuals benefit from the space to reflect on the future of their organisation, gain support during a stretch assignment with the time and space to regain energy and focus.

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, 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 our coaches 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 in-house 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, seniority level and level of experience.

MEET OUR COACHES

JOANNE KELLY



Joanne is an accomplished learning and development director with over twenty years' experience developing middle and senior leaders in the private, public and voluntary sectors. Joanne delivers many of our Open, Custom, Individual and Coaching interventions at the Leadership Institute.

Joanne is highly interested in leaders as people and in coaching and motivating self and others for positive outcomes. Joanne enables 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 insightful 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 empathic, 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 is particularly interested in female leadership, sports leadership, personal effectiveness, diversity, inclusion and empowerment.

Prior to joining the William J. Clinton Leadership Institute, Joanne ran her own successful consultancy business, delivering accredited leadership development and coaching solutions, including outplacement workshop facilitation and coaching for major redundancy transition projects. Additionally, she worked as an External Verifier for ILM Coaching and Leadership qualifications, supporting best practice in centres both locally and internationally. Joanne is our ILM Centre Co-ordinator and supports our ILM accredited leadership programmes.

Joanne is a highly qualified executive coach and is both accredited and a member of the Association of Coaching (AC) with a further three coaching accreditations from The City & Guilds London Institute & ILM and the Quality and Qualifications Ireland (QQI) In addition Joanne is an active facilitator and an Advanced accredited Emergenetics practitioner.

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



MEET OUR COACHES

ALANNA COOKE



Alanna is a highly experienced programme director and leadership consultant with over twenty years' experience in the field of leadership development. As a business psychologist Alanna has attained Level A & Level B for psychometric testing and is a certified Neurolinguistics Practitioner (NLP).

Alanna designs and leads many of our Open and Customised leadership programmes including our high calibre Senior Executive and Mini MBA courses, shaping interventions at Pramerica, Dale Farm, PwC and Henderson Group NI.

Prior to joining The William J. Clinton Institute in 2015, Alanna worked for PwC. During her 12 years with the organisation, she worked in an internal Learning & Development role heading up the L & D function in N. Ireland, working with Senior Manager, Director and Partner populations to drive organisational effectiveness, before moving to a client facing role in PwC's Global Centre of Excellence for Learning. During her time with PwC, Alanna worked on major national and international transformation projects helping to build capabilities to support new strategic directions.

In addition to PwC, Alanna has helped transform many local and International senior leaders throughout their lifelong learning journey and contributed to their organisational success. Alanna brings a consultative, pragmatic and supportive approach to organisational problem solving and is highly interested in nurturing

leadership talent through continuous learning.

Alanna is accredited as a coach to both the Academy of Executive Coaching (AoEC) and the International Coaching Federation (ICF) Alanna is also a member of the Association of Coaching (AC)

Alanna is in high demand as a coach and mentor and offers a professional approach in supporting business leaders to the highest senior and board level.

RELEVANT QUALIFICATIONS

MSc Occupational Psychology; BSc Hons Psychology; AoEC Diploma in Executive Coaching; Certified facilitator of Power+ Systems (Oshry High Performance Team Development); Practitioner in Neurolinguistic Programming (NLP); certified Team Intensive Coach; certified Organisational Relationship & Systems Coach; Qualified Administrator of BPS Level A & B psychometric tests; Qualified Administrator of: Myers Briggs Type Indicator (MBTI) Step 1 and Step 2; 16PF Personality Indicator; Firo-B; Insights; Wave; the Occupational Personality Questionnaire (OPQ).



MEET OUR COACHES

LOUISE O'MEARA



Louise brings twenty five years' experience in supporting leaders and managers to focus and optimize the creativity, energy and spirit of others to achieve success at the 'double bottom line', achieving outstanding results.

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 coaching and facilitating public and private 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.

Louise inspires participants with a highly engaging facilitation style delivery. Louise focuses on practical, outcomes focused interactions designed to help people build alignment and take concerted action when back in the workplace and unleash their own and others potential.

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. As an Insights Discovery Licensed Practitioner, she is accredited to deliver Insights Discovery based learning solutions.



MEET OUR COACHES

ENDA YOUNG



internationally for the Leadership Institute. Enda helps individuals and organisations to build and optimise their leadership capabilities, driving organisational performance through their people. Enda is a negotiation and conflict resolution specialist and is particularly interested in improving resilience and communication skills to empower leaders through challenging times.

Enda is a qualified executive coach, accredited by the Academy of Executive Coaching (AoEC) and is also a member of the Association of Coaching (AC) Enda energises participants with his high energy, motivational, real world approach.

Enda has over 15 years' experience coaching senior level professionals from the private, public and third sectors including the Police Service of Northern Ireland (PSNI), the Northern Ireland Civil Service, the Commissioner for Older People for Northern Ireland (COPNI), NI Assembly, the Department of Justice, the Bar Library and the Northern Trust. (insert some private sector co's in here)

Enda is an Accredited Mediator with the Mediators' Institute of Ireland; Member of Mediators Beyond Borders International; Winston Churchill Memorial Trust Fellow; Fellow of the Royal Society for the encouragement of Arts, Manufactures and Commerce; Steering Committee Member FactCheckNI; Member of Rotary International.

Enda has also worked with Danske Bank, Unitaid and the World Health Organisation, United Nations Development Programme, Ulster University and Trinity University (Training in Online Reputation Management); Northern Ireland Housing Executive (Change Management Training); Police Service of Northern Ireland (Staff Training and Mediation Service Provider); NI Councils (Staff Training and Mediation Service Provider); Leeds City Council (Training Provider), Durham University (Guest lecturer in Conflict Mediation); South West Regional College (Senior Staff Restorative Practice Training); Glomacs Training and Consultancy (Senior Consultant delivering advanced negotiation training to senior staff members for various companies in the Middle East and South East Asia including: Shell; Exxon Mobile; Saudi Aramco; Petrobras; Sabic; and Qatar Petroleum)

Enda also has experience of employing and interpreting a range of psychometric tests such as: 360 Feedbacks, Thomas Kilmann Conflict Mode Instrument (TKI), Kraybill Conflict Style Inventory, Belbin Team Inventor and Myers-Briggs Type Indicator.



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 David 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, I 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. David 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.



GET IN TOUCH



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

Sue Burns: Sue.Burns@qub.ac.uk and
Denise Falls d.falls@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 Joanne Kelly as a part of the Emerging Leaders Open programme.



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How to get more information

Visit our website

www.leadershipinstitute.co.uk or contact us on **028 9097 4394**

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

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