



QUEEN'S
UNIVERSITY
BELFAST

WILLIAM J. CLINTON
LEADERSHIP
INSTITUTE

EXECUTIVE COACHING PROFILES & EXPERIENCE



**SHAPING
A BETTER
WORLD
SINCE 1845**



WHY EXECUTIVE COACHING?

Executive coaching helps leaders raise their self-awareness, learn about what might be holding them back or hindering their success, improve their self-confidence, increase their gravitas and ensure better communication skills.

We offer the following performance coaching solutions:

- **1:1 Executive Coaching** – as a support for a leader stepping up to a new role, taking on a new challenge or leading through change.
- **1:1 Integrated Executive Coaching** – offered as part of one of our core leadership programmes to support participants transfer new behaviours and skills back into the workplace.
- **Team Coaching** – aimed at enabling a team to function at more than the sum of its parts - improving their combined performance and how they work together including how they develop their collective leadership to more effectively engage all their key stakeholder groups to jointly transform their business.

OUR COACHING PROCESS

All our performance coaches are highly experienced global leadership specialists, many with vast experience of working with senior executives right across the world. Each coach will have their own individual style and preferred coaching model with which they work, but the basic process will be the same:



1. The Intake Session

Clarity about what coaching is and what it's not. Logistics – roles, responsibilities, confidentiality, and code of ethics. Designing the future – identifying the primary focus for the coaching sessions, desired outcomes, and goals.



2. Discovery

Assessment of leadership style (for example 360 feedback, values identification, personality questionnaire etc), confirmation of strengths, challenges. Increase self-awareness and insight.



3. Ongoing Sessions

To deepen the learning and forward the action. Maintain motivation and overcome obstacles.



EXECUTIVE COACHING PROFILES & EXPERIENCE

ALANNA COOKE

PROGRAMME DIRECTOR

COACHING EXPERIENCE

Alanna is an accredited executive coach who works alongside individuals and senior leadership teams. In this role, she not only enables her clients to determine the extent of the change required to achieve the business outcomes they seek, but she also enables them to really understand how to overcome perceived barriers and challenges, in order to attain their desired results. She draws on her extensive experience in industry and training as a psychologist to support her clients to connect individual development to organisational needs.

Alanna is a Business Psychologist and an experienced learning and development partner, who specialises in leadership development and team coaching. As an experienced facilitator, Alanna draws upon her experience of a range of psychological tools, such as Organisational Relationships & Systems Coaching, Cognitive Behavioural Therapy, Neuro Linguistic Programming and Psychometric Profiling, to transform mindsets and behaviour.

RELEVANT QUALIFICATIONS INCLUDE

MSc Occupational Psychology; BSc Hons Psychology; AoEC Diploma in Executive Coaching; Certified facilitator of Power+ Systems (Oshry High Performance Team Development); Practitioner in Neuro-Linguistic 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).

BACKGROUND

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, before moving to a client facing role in PwC's Global Centre of Excellence for Learning. During her time with PwC, Alanna enabled her clients to change their mindsets and behaviour in ways that helped to improve performance. Prior to joining PwC, Alana worked in a variety of senior roles in the retail sector.



JOANNE KELLY

ACCREDITED EXECUTIVE COACH

EXPERIENCE & EXPERTISE

Joanne enables people and organisations to achieve exceptional results, through providing a range of innovative coaching and training interventions. With a proven background in consultancy, coaching and leadership development, she has over 16 year's experience successfully delivering solutions to clients. She has worked extensively across the private, public and voluntary sectors, incorporating financial services, technology companies and manufacturing.

Joanne brings an insightful and intuitive approach to executive development, underpinned by best ethical practice and 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 committed to developing others as ethical coaches and has implemented both accredited and bespoke coach training programmes. Joanne is currently leading the Grit & Grace programme. She is responsible for ILM leadership certification across the University and she uses a range of psychometric profiling tools including Emergenetics profiling, to develop women leaders.

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.

RELEVANT QUALIFICATIONS INCLUDE

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.



DR LOUISE O'MEARA

PROGRAMME DIRECTOR

EXPERIENCE & EXPERTISE

Louise has recently taken up post as Programme Director in the William J Clinton Leadership Institute in Queen's University, Belfast. She is an experienced trainer and consultant bringing over 25 years of experience to her role as a facilitator, coach and programme designer. Previously, as Regional Director of IISC Ireland, 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. Throughout her years of experience in organisational development she has coached leaders and managers to focus and optimize the creativity, energy and spirit of others to achieve success at the 'double bottom line' - achieving outstanding business results and positive employee experiences of commitment, contribution and dignity at work and in the community. Her coaching style focuses on practical, outcomes focused interactions designed to help managers and leaders unleash their own and other's potential. As an experienced facilitator, Louise has developed significant expertise in facilitating process design, strategic planning and change management with multi-stakeholder teams.

Recent clients include: 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.



ENDA YOUNG

PROGRAMME MANAGER

COACHING QUALIFICATIONS & EXPERIENCE

Certified CINERGY Conflict Coaching Certificate 2015.
3 years of coaching experience. 15 years of facilitation, training and mediation experience.

BACKGROUND

Enda is a highly experienced facilitator, trainer and coach who specialises in negotiation, mediation and experiential learning. He has designed and delivered thousands of hours of accredited and non-accredited training for the public and private sectors in Northern Ireland and internationally. Prior to joining The William J. Clinton Leadership Institute, Enda was responsible for the design and management of the largest mediation service in Northern Ireland through the Northern Ireland Housing Executive. Enda has spoken at many conferences and has facilitated training workshops throughout the UK and Ireland and international in Brazil, Turkey, Thailand, Italy, Switzerland, Romania, South Africa, Malaysia, the United Arab Emirates, Canada and the United States.

ADDITIONAL INFORMATION

Over the past two years Enda has coached high-level individuals from; 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.

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

Other organisations Enda has worked with inside the last five years include: 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)







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