

Nicola Johnston

Overview

Supported by first class credentials, I am an accredited Professional Executive Coach (Association for Coaching) and have a strong track record in applying coaching psychology to individual and team coaching and organisational change and development.

I design and deliver tailored 1-1 and team coaching solutions designed to enhance development, performance and wellbeing in both work and personal areas of life. We can work face to face or virtually or a blended approach to suit client preferences. My focus is on creating quality conversations, opportunities for my clients to experiment and test thinking in the real world and reflect, learn and develop in a safe space.

I am an advocate for Coaching in Nature to provide clients with the option to combine personal and professional development with the added benefits of supporting wellbeing.

I am a skilled mentor to managers, L&D and HR professionals who take on business partnering, coaching and change support roles within companies, and have led projects to develop managers to coach their teams and grow a coaching culture within organisations.

I operate with a highly collaborative style where we work together to enable clients to move towards their goals, My clients particularly value opportunities to question if their 'default' thinking styles are serving them well and we work together to explore how they can move towards more helpful thinking styles and behaviours.

I value my clients placing their trust in me to help them deal with their challenges, and I have built a reputation for integrity, discretion and customer focus.

Areas of Coaching Expertise

Emotional Intelligence; behavioural change; coaching senior leaders in sponsoring and leading change; improving workplace relationships; leadership and talent development; supporting technical specialists transitioning into leadership roles; career and life transition; managing stress and personal wellbeing; impact and influence; taking coaching out of the office and into natural environments.

Coaching Approaches and Tools

My coaching solutions are designed to meet the needs of every client taking into consideration their learning styles and communication preferences. My background in coaching psychology enables me to draw upon psychological theories and concepts including cognitive behavioural and solutions focused techniques. I also use systemic methods, transactional analysis, embodied leadership practices, art based coaching, mindfulness awareness, online 360 questionnaires and verbal key stakeholder feedback.

Professional and Business Experience

Professional background

I am a change and leadership specialist, business psychologist, accredited coach, mentor and trained interpersonal mediator with 30+ years' experience. I have run my own consultancy and coaching practice since 1996, which included 7 years as a professional interim change manager/ consultant, which blended strategic development and practitioner

work to support business transformation, organisational development and leadership development programmes.

Business sectors

Airlines and Airports; Charities; Civil Engineering; Food and Allied Industries; Higher Education; Local Authorities; Logistics; NHS; Nuclear Processing; Professional Services; Retail; Social Care; Specialist Manufacturing; Strategic Public and Private Sector Alliances.

Multi national experience

I have worked with clients from diverse ethnic origins, cultures and backgrounds throughout my career.

Levels of clients by role/ function

Managing Directors; Senior Managers; Corporate Directors; Technical Specialists; Executive Deans; Heads of School; future leaders; strategic, operational and corporate support teams.

Education, Qualifications and Professional Body Membership

Education

- B.Sc. (Hons) Psychology.
- M.Sc. Social Research Methods and Statistics.

Coaching and related qualifications and training

- PG Diploma in Coaching Psychology.
- Accredited Hay 360 Emotional Intelligence Practitioner.
- Certificate in Systemic Team Coaching.
- Certificate in Redundancy Coaching & Counselling.
- Certificate in Health and Wellbeing Coaching.
- Practitioners Certificate in Interpersonal Mediation.
- Certificate in Transactional Analysis 101.
- Art in Coaching Training Workshop.
- Mindfulness Based Stress Reduction Programme.
- Embodied Leadership Programme Levels 1&2.
- Professional Train the Trainer Certificate for Chartered Institute of Environmental Health.
- Advanced Certificate in Health and Safety.

Professional Membership

- Member of, and Accredited Professional Executive Coach with, the Association for Coaching.
- Principal Practitioner Member of the Association of Business Psychologists.
- Member of the British Psychological Society.
- Member of the British Psychological Society Special Group in Coaching.
- Associate Member of the International Society of Coaching Psychologists.

Coaching Supervision and Ongoing CPD

I undertake regular supervision from my Coaching Psychologist Supervisor, Dr Siobhain O'Riordain.

I am committed to my ongoing professional development including participation in training workshops and researching into coaching, psychology and wellbeing. I invest in my own wellbeing through regular practices in yoga, qi gong and mindfulness.