



Professional Profile - Nicola Johnston

1. Overview

I am a change and leadership development specialist, business psychologist, accredited executive coach, mentor and trained interpersonal mediator with significant experience across a range of organisations and sectors. I have operated as a senior practitioner in change management, organisation development, professional interim management, learning and development and strategic employee communications assignments.

2. What kind of challenges do I help clients with?

I love helping my clients to explore their challenges and understand what they need to be different. I partner with you to develop and implement practical solutions supported by a sound rationale. Recent examples include:

- Delivery of change with sponsor, employee and customer buy in;
- Development of leadership and team performance through tailored coaching programmes;
- Consultancy support on corporate and HR transformations to improve customer experience;
- Improved team and stakeholder relationships;
- Supportive practical coaching to manage stress and increase resilience;
- Mentoring of HR and OD professionals taking on business partnering, coaching and change support roles and building a coaching culture;
- Mediation support to manage workplace conflict.

3. Areas of expertise

- Change management practitioner and strategist
- Design of leadership, talent and learning strategies
- Research and design of organisation development solutions
- Personal and professional coaching and mentoring
- Utilising nature to support individual personal and professional development
- Team development and coaching
- Interpersonal workplace mediation
- Stress management and resilience consultancy and coaching
- Employee engagement and stakeholder relationship management consultancy
- Design of employer-education engagement approaches (including STEM)

4. Business sector experience

- Airports and Airlines
- Charities
- Civil Engineering
- Higher Education
- Local Authority
- Logistics
- NHS
- Nuclear Processing
- Professional Services
- Public-Private Sector Alliances
- Social care
- Specialist Manufacturing

5. Professional and Business Experience

Professional background

My professional background is as a behaviour change and leadership specialist with significant experience in change management, organisation development and research, learning and development, stress management and resilience, and interpersonal mediation.

I have run my own consultancy and coaching practice since 1996, which included 7 years as a professional interim change manager/ consultant. This blended strategic development and practitioner

work to support business transformation / organisation development / leadership development programmes.

Multinational / cross generational experience

I have worked with clients from diverse ethnic origins, cultures and backgrounds throughout my career. I have experience of coaching across generations and am sensitive to individual needs and preferences.

Levels of clients

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

6. 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.

7. Coaching Supervision and Ongoing CPD

I undertake regular supervision from my Coaching Psychologist Supervisor. I am committed to ongoing professional development including participation in training workshops and researching into coaching, psychology, change, leadership and wellbeing. I also have regular practices in yoga, mindful movement and breath work.

8. Testimonials

All of my assignments are bound by strict confidentiality, but I am able to provide contact details from clients willing to be contacted on a confidential basis in order to provide testimony to the services I deliver.

9. Location/ ways of working

I am based on the Cumbria/North Yorkshire/ Lancashire border. I offer face to face or virtual sessions or a blend of both depending on the needs of my clients.