

## **Coaching Profile - Nicola Johnston**

### **Overview**

Supported by first class credentials, I am Coaching Psychologist and Accredited Professional Executive Coach. I have deep experience, skills and knowledge in applying psychology and systems thinking to individual and team coaching and change and wellbeing consultancy.

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. 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 also a skilled coach and 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.

We can work face to face or virtually or a blended approach to suit client preferences. In addition, I offer clients an option to undertake some of their coaching in person outdoors or virtually where we take inspiration from nature. This has an added benefit of delivering personal and professional development, supporting wellbeing and making a deeper connection to nature.

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

### **Areas of Coaching Expertise**

Emotional Intelligence; behavioural change; coaching senior leaders in sponsoring and leading transformation; building high performing teams; impact, presence and influence; improving workplace relationships; leadership and talent development; supporting female leaders to thrive at work; supporting technical specialists transitioning into leadership roles; personal development; career and life transition; managing stress and personal wellbeing; 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, coaching psychologist, accredited executive coach, mentor and trained interpersonal mediator with 25+ years' experience. Following earlier roles in business psychology and academic enterprise in 1996 I followed my heart and made a conscious decision to work independently. This gave me the opportunity to broaden my consultancy and coaching experience working with some great clients on a diverse range of challenging projects. I operated as a senior practitioner in change management, organisation development, professional interim management, learning and development and strategic employee communications assignments. I established my own change consultancy and coaching practice in 2012 where I focus on helping clients to create the right set of conditions to perform well, stay well and live a more fulfilled life.

### *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.
- Member of the British Psychological Society Division of Coaching Psychology.
- 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 spending time outdoors and I have regular practices in yoga and mindfulness.