

# DEARDEN COACHING

our approach and the  
people who do it



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At Dearden we recognise the value of coaching, both in our approach to how we work together as a team and for our clients.

Many of our coaches hold a professional coaching qualification, and all our coaches have experience of coaching others and have completed our rigorous internal accreditation process. This includes successful submission of a detailed portfolio of relevant experience, implementing learning from reflective study as well as undertaking mock coaching sessions.

Coaches all participate in external coaching supervision on a three monthly basis. Our approach to coaching is underpinned by our core Dearden values to...

- make a difference and be rigorous in our focus on improving outcomes
- add value by enhancing client capacity
- link learning, having fun and delivering results
- demonstrate good value and an excellent return on their investment
- be respectful of difference, helping clients harness and develop all talent.



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## Mark Gammage

Mark is a trained and accredited coach who has many years experience of coaching and mentoring all levels of managers and clinical leaders.

The scope of these coaching assignments has included performance improvement, personal development, organisational change and planning future careers and outplacements.



Mark has worked as an accredited coach for the NHS Institute for Innovation and Improvement, the Department of Health, the Centre for Health Leadership in Wales and the Northern Ireland Health Management Centre.

Mark is a Fellow of the Chartered Institute of Personnel and Development and holds a certificate in advanced professional practice in coaching and mentoring senior executives, an advanced diploma in management consultancy specialising in coaching, a Masters in Business Administration and a postgraduate diploma in personnel management. Mark is an accredited MBTI Step 1 and 11 facilitator and is the lead consultant for coaching within Dearden Consulting.

## Sheila Williamson

Sheila holds the CIPD Certificate in Coaching and Mentoring and is an associate member of CIPD. Sheila has worked in and with the NHS for 26 years both as a clinician and as a senior manager. Sheila is a qualified MBTI practitioner and is licensed to use the LQF 360 degree feedback instrument.

Sheila enjoys working with both groups and individuals to provide challenge in a supportive and developmental environment. She works with clients to help them understand both their strengths and development areas and provides a range of coaching support including performance development, careers planning and personal development.



## Ken Jarrold – CBE

Ken has coached colleagues including Chairs, Chief Executives and Directors. Ken has had very positive feedback about the impact of his coaching. He works with colleagues to help them to understand themselves, their colleagues and the environment in which they work in order to improve their performance and to plan and secure their futures.

One of Ken's major coaching assignments has been the Two at the Top programme sponsored by the National Leadership and Innovation Agency for Wales. Ken has coached the Chairs and Chief Executives of seven Local Health Boards and two NHS Trusts in a three stage process including individual and joint sessions.



## Peter Key

Peter has considerable experience of providing one-to-one coaching to Chairs, Chief Executives, other Directors and Clinical Leaders across all types of health sector organisations in the UK.

The scope of these coaching assignments has included performance improvement, planning future careers, leadership development, personal development, organisational change, dealing with difficult relationships and outplacement.

Peter's approach to coaching places particular emphasis on self-awareness, awareness of others, interpersonal skills and self management.

He has worked as an accredited coach for the NHS Institute for Innovation and Improvement and the Centre for Health Leadership in Wales.



## Philip Holton

Philip has worked as a coach for many years. His clients have been at Chief Executive and Director level. Philip joined Dearden in February 2007 after a senior development career in the NHS.

Philip is a Master Practitioner in Neuro-Linguistic Programming and brings those skills to his coaching clients. His philosophy is that the client has all of the resources they require to resolve their issues and that his task is to facilitate the client to access those resources. He is also a licensed MBTI Step 1 and 11 practitioner and is licensed to use a number of 360 degree feedback instruments.



## Derek Emm

Derek is a widely experienced and accredited Coach and Consultant in Organizational Development. He works as an Executive Coach with Directors and Chief Executives in leading NHS organisations. He believes he is able to add value by drawing on his wide range of health care experience in the UK and internationally.

Derek has a long standing interest in individuals and their personal development. He enjoys challenging their assumptions and helping them to develop personal strategies to succeed in their professional and personal lives. Derek is a qualified practitioner in the use of Myers Briggs Type Indicator.



## Viv Walton

Viv provides coaching focused on personal and career development, including interview coaching. She supports people through coaching as they develop their own self-awareness and confidence. She uses a range of psychometric instruments and neuro linguistic programming techniques to underpin her work, but has an essentially practical approach to coaching.

She has a number of coaching clients in England and Wales and is an accredited coach with the National Leadership and Innovation Agency in Wales. She aspires to ensure that her coaching clients also enjoy the experience while keeping the aims of the session clearly in view.



## Cathy Waters

Cathy has several years experience of coaching a range of middle and senior managers, and is an internally accredited Dearden coach, participating in regular coaching. She brings a broad range of experience, from her clinical and managerial background, to her coaching.

Cathy enjoys working with individuals to help them identify their own personal solutions to issues or challenges facing them. She helps individuals to identify their key strengths, and development areas and works with them to develop personal action plans to enable them to move forwards. Cathy provides a range of coaching support including personal development, life coaching, career planning and performance development. She joined Dearden after a long and successful career in the NHS, her most recent role being a PCT Chief Executive for seven years.



## Steve Griffin

Steve is a trained coach having recently gained the Certificate in Executive Coaching from the University of Strathclyde in conjunction with the NHS Institute. Coaching experience has included senior managers and directors covering subjects such as career options and development, organisational change, performance improvement, work projects, relationship issues and outplacements.

Steve is a Member of the Chartered Institute of Personnel and Development and has a Masters degree in Healthcare Management.





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