

## **Gill Graves MA, MBA, FCIPD.**



Gill is an executive coach and consultant in leadership and team development. She specialises in enabling individuals and organisations achieve their goals and realise their full potential.

**Education qualifications:** Gill has an MA in Coaching and Mentoring, an MBA from Warwick University and a degree in English. She is a fellow of the CIPD. She is also an NLP Master Practitioner and NLP Trainer and certified to use a range of psychometric instruments including the Myers Briggs Type Indicator, Emotional Competence Inventory and OPQ32.

**Work experience:** Formerly Human Resources Director for Europe and Asia of a US high tech company, Gill has extensive hands-on international human resources, organisational development, training and coaching experience, gained within multi-cultural, multi-national, fast-growing, rapidly changing environments. Gill founded Iridium ([www.iridiumconsulting.co.uk](http://www.iridiumconsulting.co.uk)) in May 2000 with a mission of helping companies recruit, develop and retain their most important assets – their people.

Coaching experience: Clients range in size from small, privately owned, to multi-national corporations and include Vodafone, the Open University, CASS Business School, BAE Systems, Atkins, Prudential, the NHS and Faccenda. Gill's work incorporates one-to-one and team coaching, facilitation and training. The coaching ranges from one-off sessions to structured programmes extending over several months.

### **Areas of expertise:**

Delivering results to improve individual performance in line with the organisational requirements

Developing action plans for achieving goals

Removing barriers to success

Realising potential

Career development

**Level for coaching:** Comfortable coaching all levels. Typically most coaching is of senior managers and directors.

**Coaching approach:** Gill has an eclectic, predominantly non-directive, approach to her coaching, using a wide range of tools and techniques and, in every case, tailoring a highly flexible 'programme' to meet the specific needs of the client. A sample coaching programme would include some of the following aspects:

- Creating well-formed outcomes for the coaching.
- Developing self-awareness.
- Working with the client to explore new ways of working
- Working with the client to embed the learning and take personal responsibility for ongoing development

Throughout the programme clients are provided with email and phone support. 'Homework' is agreed at the end of each session.

**Tools and Models used:** Self-discovery: Wheel of Life/Work, Careers Anchors Inventory, values elicitation. Self-awareness: Personality Questionnaires: Myers Briggs Type Indicator; Occupational Personality Questionnaire; Learning Styles; Thomas Kilmann Conflict Mode Questionnaire; Emotional Competence Inventory (360°). GROW model. NLP models: creating well-formed outcomes, perceptual positions, Meta model. Skill-building: Transactional analysis, self-observation exercises, NLP models.

**References:** Gill's clients particularly comment on her passion for her work and her ability to gain the trust and respect of all participants and, having done so, provide feedback in a challenging but non-threatening way. References are available.

**Contact:** tel: 07968 009804 email: [gill@iridiumconsulting.co.uk](mailto:gill@iridiumconsulting.co.uk)