

## Expert coach/trainer/consultant profile – John Williams



### Overview

After a career as in the aerospace manufacturing industry and a global role in learning and development, John set up his business in 2024 to specialise in delivering learning and development that inspires and engages leaders to lead their teams authentically.

Prior to gaining his coaching qualification through Gallup, John was coaching managers and leaders in continuous improvement principles to achieve performance and culture change. By coaching the lean methodology, GROW model and practical problem solving to at all levels within organisations, John has a depth of knowledge and approaches in coaching leaders. John also delivers coaching training programmes, such as the non-accredited Blanchard Coaching Essentials Training Programme as well as coaching and mentoring

skills training specifically for line managers. He also has experience working internationally.

### Coaching style

John is an open and honest communicator and enjoys coaching self-awareness, self-empowerment with principles rooted in positive psychology. By gaining awareness of your natural ways of thinking and behaviour and learning to leverage what make you unique great things can be achieved. John is very self-reflective; he integrates this approach to ensure that clients come away with the purpose and confidence to apply themselves to the challenges ahead. With a background in continuous Improvement, his problem-solving experience also supports coaching sessions if a specific structured way of thinking is required. Ultimately from John's coaching experience with operations and functional leaders, real lasting change comes through ownership and changing fundamental ways of thought.

### Clients and outcomes

For Clients, John is happy to work with managers, at all levels, who have the drive and ambition to improve how they perform in their work and with their teams. Working with managers to develop their emotional intelligence, interpersonal skills, facilitation and communication skills, leadership through change and problem-solving skills. John has worked frequently with technically minded leaders (such as engineers) who have struggled with leading their first teams or are looking to improve their people leadership skills.

Outcomes include:

- Improved emotional intelligence in interpersonal interactions.
- The ability to confidently present and facilitate effective meetings.
- Inspired and confident clients who have clarity in their next steps.
- Structured actions, plans and measures of success for problem solving or change initiatives.
- Greater resilience in times of rapid change.

### Qualifications and professional memberships

- Gallup Certified Clifton Strengths Coach
- Student Member of CIPD (Level 7 Strategic L&D)  
Psychology BSc