

## Coach / consultant profile – Clare Joghee

### Overview



Clare is an ICF PCC executive leadership coach. Individuals, teams and organisations create sustainable change because of Clare's insight, outcome focus and empathetic and calm support. She works both with individuals and leadership teams as their coach.

- Leadership development at senior or executive level
- Coaching for leadership teams
- Managing change and influencing culture
- Strengthening confidence
- Managing stress
- Improving working relationships
- Role transitions

Clare is calm, relaxed, open and puts people at their ease. She creates a confidential space for her clients to connect with their own resourcefulness, is easy to talk to with searching and insightful questions and builds trusting relationships quickly. Her insights, powerful questions and challenge allow deep personal reflection and transformation.

Clare offers 16 years of leadership coaching, with a background that spans over twenty-five years in the public and voluntary sectors. She has worked and lived in the UK and Australia, working in central Government, in The Home Office, Cabinet Office, National Crime Agency, and UK Border Agency. In her early career she worked within Charities and Housing Associations. She has run and owned an Organisation Development Consultancy for the last eight years where she has run coaching programmes for organisations at middle manager to CEO level.

### Ethics and codes of conduct

As a member of the ICF (International Coach Federation), Clare has obligations to operate within an ethical framework. THE ICF Code of Ethics gives clear expectations of coach behaviours. For clients who are coached by Clare, they can expect confidential sessions, a coach who undertakes supervision and adheres to high standards of self-awareness, a respect of the coaches' needs including a non-judgemental space to reflect in and regular discussion about how we best work together with a clear process.

### Client testimonials

"I have found this to be the most beneficial leadership development I have had in my career to date". Executive Leader at The Independent Office for Police Conduct

“Coaching with Clare has been instrumental in facilitating personal change - she gets to the heart of an issue and has the ability to quickly gather insight. She challenges long held patterns of thinking and gives a fresh way of breaking issues into manageable parts. She is a unique combination of professional acumen and awareness and never loses sight of where I need to get to”. Head teacher in a Multi Academy Trust

“Clare has coached me through a challenging set of professional issues with compassion, understanding and purpose. Her ability to help me see situations through different lenses, and in turn enable me to build resilience through practical and repeatable techniques has been invaluable.” Head of Department in the Finance Sector

### **Qualifications include:**

Trained by the Centre for Stress Management in Cognitive Behavioural Approaches to Counselling and Therapy, Clare completed coaching training with the Institute for Leadership and Management, Management Futures and Maximum Performance.

- ICF PCC accredited coach
- Ilm Diploma in Executive Coaching and Mentoring (Level 7)
- MSC in Human Resource Management and Development
- Advanced Certificate in CBT Approaches to Counselling and Therapy
- Maximum Performance Coaching Programme
- Management Futures Coaching Programme
- Certificates in Action Learning and Gestalt Approach to Group Facilitation
- Practitioner of the psychometric tool EBW (Emotions and Behaviours at Work)

### **Recent Clients include:**

Costa Coffee, The Home Office, The Independent Office for Police Conduct, Department for Education, Wirral Council, Bourne Leisure Ltd., The National Crime Agency, The King's Fund, NHS Improvement, Health, Safety and Investigations Branch, Barts Health NHS Trust, St. George's NHS Foundation Trust, Walsall Healthcare NHS Trust, Cambridge University Hospitals NHS Foundation Trust, St The Church Schools of Cambridge, The Diocese of Ely Multi Academy Trust, Avanti Trust and EUSA Pharma.

### **Additional Testimonials**

★★★★★ 23/08/2022

I have worked with Clare for 2 years plus and learnt so much about myself and how to operate effectively as a senior leader in a challenging environment! I have had a number of coaches over my career with varying degrees of success and connection. The conversations I have had with Clare have been the most fruitful I have had with a coach. They have always been challenging, thought provoking and constructive helping me decide how I can achieve the outcomes and ambitions I have set myself. She is able to get to the “nub” of what the issue is with direct thought-provoking questioning and won't be side tracked – thank you Clare

★★★★★ 13/06/2022

Change can sometimes be really hard and you need good people to help you navigate through it. Clare provided me with equal measures of support and challenge during some very difficult periods, helping me to find the right skills and resources to work through situations. But more than that, Clare helped me understand myself personally and professionally on a deeper level, ultimately resulting in a job change to a dream role. She was absolutely the compass on my journey, making sure I stayed true and accountable to my own North Star.

★★★★★ 25/05/2022

Clare has been a fantastic coach, she has supported and challenged through difficult periods of time as well as helping me to reflect on what has gone well. I would highly recommend Clare.

★★★★★ 18/05/2022

I was constantly impressed by Clare's calming and clear approach, theoretical knowledge and her business experience as shared during our 12 month engagement. Clare's support has been invaluable in helping me to work out and navigate business and career decisions. I would highly recommend Clare as an executive and leadership coach.

★★★★★ 25/03/2022

Clare has provided support, reflection and challenge in just the right amounts to help me develop my skill and confidence. Our sessions give me time to safely reflect and I always leave feeling energised and enabled both in the workplace and generally in life. Her work with me initially helped me to apply for a new more senior role with confidence. She then supported me effectively to make change within my own organisation. Together we have worked on developing me as a senior leader. The positive feedback I have received from my line manager and the rest of the team are testament to how effective the support and work with Clare has been. It has enabled me to quickly become part of the team and ensured that I have developed my voice both to support others and drive the strategic direction for the benefit of the agency.