



## Expert associate and coach profile – Kiran Elliott



### Overview

Kiran is an experienced executive and leadership coach, drawing on over 20+ years' senior HR and leadership experience to support leaders, managers and HR professionals to perform at their best. Her coaching is grounded in real-world organisational experience, giving clients confidence that they are working with someone who genuinely understands the pressures and complexity of leadership roles.

Kiran coaches leaders across a range of sectors, supporting them through growth, transition, increased responsibility and complex people challenges.

### Coaching style

Kiran's coaching style is warm, supportive and challenging in equal measure. She creates a safe, trusting space where clients can think clearly, reflect honestly and build self-belief, while also being encouraged to take ownership and action.

Her approach is practical and solution-focused, helping clients move from insight to sustained behaviour change. Kiran draws on a wide range of coaching models, leadership frameworks and psychometric tools where appropriate, always tailoring her approach to the individual client and their context.

She is particularly skilled at helping clients:

- Build confidence and presence
- Navigate complexity and ambiguity
- Develop assertiveness and impact
- Strengthen decision-making and prioritisation
- Manage relationships and challenge effectively
- Transition into more senior or broader roles

### Clients and outcomes

Kiran works with leaders and managers at all levels, including:

- Newly promoted or first-time managers
- Senior leaders navigating organisational change
- HR professionals developing confidence and influence
- Leaders seeking greater balance, clarity and resilience

Outcomes of her coaching include:

- Increased self-awareness and confidence
- Clear goals and actionable development plans
- Improved leadership impact and effectiveness
- Stronger communication and relationship management

- Greater resilience and clarity under pressure

Clients value Kiran's ability to combine empathy with commercial realism, helping them achieve progress that is both meaningful and sustainable.

#### **Qualifications and professional memberships**

- Level 5 Qualified Coach
- Chartered Fellow of the Chartered Institute of Personnel and Development (FCIPD)
- Accredited in a range of psychometric tools including Insights Discovery, Motivational Maps and DISC
- Ongoing professional development in coaching practice and leadership development (planning to become ICF accredited this year)