

March 2023

# Space + Time

# Executive coaching

# for education

## Our philosophy and approach

We pride ourselves on helping you to do what is fundamentally right for your pupils and organisation. Always ahead of the curve, we provide fresh ideas and out of the box thinking to ensure that your school trust is prepared, and able to take advantage of sector developments and opportunities. As part of our broader range of support of insightful and experimental development programmes we have launched an executive coaching service for our clients to deliver on this commitment.

Coaching is a powerful method of ensuring that people achieve to their full potential. All too often, coaching is only proposed when there is a specific issue to be addressed and an individual wants (or has been advised to get) support. Coaching can be so much more than this. We highlight below just a few scenarios where coaching could add value for you and your organisation.

- Leadership can be lonely at the best of times. In recent years, school leaders have had to 'don their superhero cloaks' for the benefit of the school community with little time to look far into the future.
- Over ten years into the expanded academies programme, an increasingly new cohort of executive leaders and CEOs will take the sector forwards. Unlike their predecessors who often grew the trust from one school or a small group, these leaders will be stepping in to lead complex organisations from the outset, possibly in their first leadership role.
- In education terms the last four or five years have been stable from a policy perspective (with a few exceptions) – but recent global and domestic events mean we are likely to experience a more dynamic policy environment looking ahead.

# Executive coaching for education

Coaching can help leaders find the space and time to prioritise, to reenergise and to reflect on what they have learnt, how they see the future for their organisation as well as the opportunities and risks the broader landscape presents.

Our coaching service is ideal for:

- CEOs and other trust leaders who want to find the space and time to reflect and ensure they are working to their full potential and to see clearly where their priorities should lie
- CEO/trust leader designates as part of their development journey
- helping new trustees who are experienced in other sectors but new to education quickly get to grips with their new role
- Chairs of Trustees, particularly when the trust is about to embark on a period of significant change.

## Process

Successful coaching relies on a strong relationship of trust between you and your coach.

We would arrange an initial free of charge chemistry session to see that both you and your coach (and if your trust wants to be actively involved as sponsor then your sponsor too) are confident that the relationship will work.

In this session we will agree an approach and any parameters for future sessions.

Following the chemistry session, we are able to offer a term's course of four sessions (usually three weeks apart) or a programme (12 sessions) over an entire academic year. A review will be scheduled half-way through the coaching period, to check that you're happy that the sessions are achieving their objectives.

Our coaches would work with you to provide the support and challenge you need to move forward with your goals. Our approach is designed to help ambitious leaders drive forwards with increased awareness and focus.

Each coaching session will last between 60 and 90 minutes, but you and your coach would design an approach that best meets your needs. Coaching would be delivered through online sessions (although face to face sessions can be provided by agreement).

## Our coaching team

Our team of qualified executive coaches has a wealth of leadership, education, crisis and project management expertise to draw upon.



**Iain Blatherwick**  
Partner

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### Summary

Iain recently stepped down after 11 years as Managing Partner at Browne Jacobson solicitors, a period which saw unprecedented growth and expansion to become a business with a turnover of over £80m and 1000 people. After stepping down Iain qualified as an executive coach to help support clients and make use of the skills, insights and experience – both highs and lows – he gained as a leader.

### Coaching style

- Insightful
- Perceptive



### Coaching style overview

Iain focuses on working with those in, or about to be in, leadership positions to help them find a calm time and space away from their desks, to step back and help them work out whether their focus is on the right things, to help them prioritise, to give an independent perspective and ultimately to ensure they deliver to the best of their ability. Iain will adapt his approach through working with and getting to know his clients, using a variety of different tools, techniques and approaches, whilst always being aware of the objective the client is seeking to achieve and ensuring progress is being made towards that objective.



**Nick MacKenzie**  
Partner

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### Summary

Nick enjoys working with individuals and teams to help them take stock, survey the landscape to identify the root issues/challenges and drive performance. He is a qualified and accredited executive coach, practicing lawyer and board member.

### Coaching style

- Challenging
- Empathetic
- Pragmatic



### Coaching style overview

Nick looks to help his clients create space in a busy world to think more slowly and deeply about things they may miss or simply not explore fully. He will foster an environment for his clients to explore their realities through simple questioning of their context. He is influenced by solution focused coaching approaches helping clients identify objectives, actions and key results, as well as bringing in challenge where appropriate to help his clients really get to the heart of the matter.

Nick is also a pragmatist and likes to keep things as simple as possible helping clients explore where there may be interference (internal or external) that is impacting on performance.



**Emma Hughes**  
Head of HR Services

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### Summary

Emma enjoys helping individuals explore their goals and challenges, enabling them to find solutions to both. Emma is a qualified and accredited coach, and a practicing senior HR professional.

### Coaching style

- Flexible
- Creative
- Pragmatic



### Coaching style overview

Emma has a flexible approach to coaching that is led by the client. Emma likes to lean into a space of curiosity with her clients that gives a platform that enables challenge and enables the client to find the skills and resources within themselves to get to a solution. A coaching session with Emma will involve plenty of listening as well as the use of creative tools and techniques to help her client explore their challenge and find a solution. Emma is happy to work with all clients but is particularly interested in coaching those who are grappling with leadership challenges be it, balancing time between work and life or be it driving performance or getting more from a team.