

Executive Coaching Profile.

Amanda Pickering.

Head of Consulting.

“Coaching succeeds when both the coach and leader are prepared to be honest in feedback and positive in goal setting. Accountability sits with the leader to drive the process, but responsibility sits with the coach to keep things on track and focused on key developmental aspirations”.



About.

At present, I am the Head of Consulting for Human Psychology and Manager of the Future Think business and have been an Executive Coach, for senior leaders and managers, for over 25 years. I have myself, led various teams and worked at senior levels within government sectors.

Expertise.

Throughout my extensive career as a coach for leaders within both the government and private sectors, I have supported clients to maximise their individual strengths, manage effectively within complex political situations and build the skills and wisdom to develop their own leadership brand.

More specifically, I have worked as a specialist Coach in areas related to the development of change management skills, people leadership, organisational design, and strategic planning ability. I can advise on strategies for influencing and communicating vision for new leaders and those with extensive experience.

I have experience with a range of psychometric assessment tools and have extensive coaching models and resources at my disposal.

Approach.

With experience in organisational psychology and organisational development, I have brought my understanding of the work environment, people, and communication to coaching programs, with an emphasis on the assessment of style, identifying realistic goals, providing focused intervention that is relevant to the individual's context and thorough targeted follow up and support.

My key focus in any coaching program, is to facilitate engagement and independence in learning and expect coaching clients to be very active participants in their own development.

Outcomes.

Personally, I have a well-regarded coaching style and the experience and credibility to support leaders at executive and senior management level. In addition to coaching, I am a skilled counsellor, negotiator, mediator, and consultant. I have liaised effectively with people from all educational, employment and social backgrounds, and have presented varied material in key-note speeches, training, and seminars. I can demonstrate rapport very quickly and have utilised my ethical standards, professionalism, and credibility to influence outcomes and discussions.