

Gill Graves



Education qualifications: Gill has a degree in English, is a fellow of the CIPD and has an MBA from Warwick University. She is an NLP Master Practitioner and NLP Trainer and certified to use a range of psychometric instruments including the Myers Briggs Type Indicator Emotional Competence Inventory and OPQ32. She has an Advanced Diploma in Professional Coaching and Mentoring and is currently undertaking a MA in Coaching and Mentoring at Oxford Brookes University.

Work experience: Formerly Human Resources Director for Europe and Asia of a US high tech company, Gill has extensive hands-on international human resources, training and coaching experience, gained within fast-growing, rapidly changing environments. Gill founded Iridium (www.iridiumconsulting.co.uk) in May 2000 with a mission of helping companies recruit, develop and retain their most important assets – their people.

Coaching experience: Clients range in size from small, privately owned, to multi-national corporations and include Vodafone, the Open University, CASS Business School, British Aerospace, Atkins, Prudential, the NHS and Faccenda. Gill's work incorporates one-to-one and team coaching, facilitation and training. The coaching ranges from one-off sessions to structured programmes extending over several months.

International experience: Currently Gill's coaching experience is all UK based. In her corporate life she operated throughout Europe, Asia and North America.

Language capability: English

Level for coaching: Comfortable coaching all levels including director level. Typically most coaching is of senior managers and directors.

Coaching approach: Gill has an eclectic approach to her coaching, using a wide range of tools and techniques and, in every case, tailoring a programme to meet the specific needs of the client. A sample coaching programme would include some of the following aspects:

- Creating well-formed outcomes for the coaching.
- Self-awareness.
- Working with the client to explore new ways of working
- Working with the client to embed the learning

Throughout the programme clients are provided with email and phone support. 'Homework' is agreed at the end of each session.

Tools and Models used: Self-discovery: Wheel of Life/Work, Careers Anchors Inventory, values elicitation. Self-awareness: Personality Questionnaires: Myers Briggs Type Indicator; Occupational Personality Questionnaire; Learning Styles; Thomas Kilmann Conflict Mode Questionnaire; Emotional Competence Inventory (360°). GROW model. NLP models: creating well-formed outcomes, perceptual positions, Meta model. Skill-building: Transactional analysis, self-observation exercises, NLP models.

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