



PENNY THORPE

Location: Maidenhead

Brief career history

- Portfolio business consultancy since 2016 offering coaching, bid application support, governance and service transformation. A trustee from 2017 for a charity for chronic mental health funded by foundations and local authority.
- 1980 to 2016 a senior leader in health services in South and Midlands with extensive experience of organisational and service change, governance, politics and culture in large organisations.
- Trained and experienced NHS coach 2011 to 2019.
- Completed a Masters in Business Administration at Warwick Business School with specialisms in organisational change and Human Resources in 2000.

Coaching credentials

- Trained as a coach in 2011 gaining the highest level in coaching – the internationally recognised Institute of Leadership and Management Level 7 Coaching qualification
- Committed to personal continuous development including coaching for inclusion, Emotional Intelligence and Acceptance and Commitment therapy
- Regular co-coaching, group and one to one supervision to challenge, practice and develop professional skills
- 7 years experience of coaching and mentoring NHS managers and leaders and Warwick Business School MBA students and alumni – especially enabling people to work through change and future directions

Coaching speciality

- Executive – for senior decision makers in an organisation to achieve more, and improve leadership within and across organisations
- Leadership – develop skills and competencies as a leader within an organisation
- Management – to help the coachee perform as a manager especially people management
- Personal – creating coherence between personal purpose and professional and career

What benefits do you bring to your coachees?

- Establish purpose and goals
- Explore current reality
- Explore options to create change
- Agree actions and ensure commitment to them
- Establish and maintain boundaries, purpose and energy
- Ensure accountability for actions and commitments

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