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## Charlotte Phillips

### Executive Coach

Prior to consulting, Charlotte worked as a Management Development Manager directly responsible for organisational wide programmes and leadership development for 6 brands.

She has been working as a consultant and coach for the last 15 years designing and delivering leadership programmes for various organisations and sectors including financial services, law, media, sport and in the charity sector. She regularly coaches at a senior level and is especially interested in supporting individual's to thrive and understand how to perform to their potential. She has continued her interest in psychology throughout her career recently developing her understanding of neuroscience techniques to develop confidence and resilience.

#### Region

United Kingdom

#### Area of expertise

Developing Leaders

Women in the Workplace

Working Parents

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## Coaching Style

Charlotte believes in supporting her clients to find commercial solutions (both individuals and organisations). She uses a variety of tools and theoretical models to help clients make changes to their mindset and or behaviour to effect the change they want.

Charlotte has a supportive, focused and practical edge to her coaching, helping individuals develop the awareness, confidence and motivation for change.

*"Clients describe me as being very supportive in my style allowing them to think through and understand the changes they would like to make. I bring a 'positive solutions' focused approach, creating an environment where they feel confidence to explore wider options, try new things and challenge themselves further than*

*ever. They like the practical nature of sessions, my solutions orientation, balance of support and challenge as they review the changes they are making.”*

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## **Special Interests**

She has significant experience in both designing and delivering bespoke Leadership programmes and as an experienced Executive Coach.

Over the last 8 years, Charlotte has had a particular interest in developing leading women. She has been involved in the design and delivery of Returning Talent programmes (for UBS, Morgan Stanley, BAML and Mastercard) and our accelerate programme (for Reckitt Benckiser, Skadden LLB and Allen and Overy LLB).

For many years she has provided parental transition coaching for many clients working with both individuals and groups before, during and on their return from parental leave.

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## **Training & Qualifications**

Charlotte is a psychology graduate, a member of the Chartered Institute of Personnel and Development, and is a member of the Association of Coaching. She has achieved her Level B psychometric and is qualified to use several psychometrics. She is a certified practitioner in NeuroLinguistic Programming.

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## **Current Clients**

UBS, Skadden LLB, Deutsche Bank, Morgan Stanley, Reckitt Benckiser, Viacom, Mediacom, BAML, Bristows LLB, Allen and Overy LLB, Rugby Football Union (RFU), Teach First.

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