

Pauline Willis



One of the UK's leading experts in the field of Coaching & Mentoring providing

- Personal & professional coaching services
- Coaching & mentoring supervision
- Team Coaching
- Programme design and evaluation

Pauline's international experience ranges from working with young, dynamic and entrepreneurial leaders and as an organisational psychologist she delivers holistic development solutions which can include psychological assessment as well as the delivery of coaching services. Taking a holistic approach to the identification and development of leadership potential, Pauline is committed to integrating personal goals for success with both short and long term business objectives. Pauline believes that effective work-life integration is a critical success factor for developing the executives and leaders of the future.

Background and Qualifications

Qualified and highly experienced as an Executive Coach and Coaching Psychologist, Pauline's professionalism and leadership within the field of coaching and mentoring led to her election to the role of Chair of the [BPS Special Group in Coaching Psychology](#) and appointment to a range of influential roles within the emergent coaching and mentoring profession. These include appointments as External Advisor for the Masters and professional doctorate programmes in Coaching & Mentoring at Oxford Brookes University and the [Chartered Institute of Personnel and Development](#) (CIPD) Coaching at Work faculty. As a panel member in support of the development of the [CIPD Buyers guide for Coaching Services](#) she made a significant contribution to this key publication. Pauline is also co-founder of [The Coaching & Mentoring Network](#) and was a founding executive board member of [The European Mentoring & Coaching Council](#) (EMCC).

Memberships and professional qualifications in coaching and psychology include

- [British Psychological Society](#) (BPS) Chartered Occupational Psychologist
- Member of the [Australian Psychological Society](#) (MAPS)
- Principal Member of the Association of Business Psychologists
- Member of the Chartered Institute in Personnel & Development Coaching at Work Faculty
- Accredited assessor of Masters degree development portfolios by the PDF/MDX partnership
- Accredited assessor International Standards for Mentoring Programmes Employment (ISMPE)
- Past Chair of the BPS Special Group in Coaching Psychology (BPS SGCP)

Executive Coaching & Supervision

Programmes are delivered one-to-one and cover both executive and performance coaching for leaders and high potentials. Supervision for programme co-ordinators to support the development of coaching and mentoring programmes is also provided and Pauline is well known for working in partnership with her clients. Supervision is also offered to internal and external coaches working at all levels in the organisation. This supports organisations in embedding a 'coaching & mentoring culture' and reduces dependency on external suppliers of coaching and mentoring services.

Executive coaching and supervision are offered as stand alone sessions of 2 to 4 hours for specific needs, or as structured programmes of six or eight quarter to half-day sessions over the course of a year. All programmes include provision for short 'issues based' sessions around critical unplanned development needs which emerge particularly early on in the developmental process. Initial meetings are usually face-to-face with telephone and email based support in between sessions. Sessions may also be conducted exclusively by telephone and email.

Approach and Style

Taking a flexible approach Pauline adapts her style to the needs of both the individual and organisational circumstances. Personal and leadership competences including Self Awareness, Self Management and Personal Impact are developed by supporting each individual's uniqueness and not by imposing a rigid model of how leaders should behave. This sensitive and adaptive approach is very popular and successful with all of Pauline's clients and is particularly effective in working with 'high potentials' and executives.