

Carol Whitaker

'My passion is for developing the potential of others by helping individuals and organisations exceed their own expectations. I value honesty and integrity and have a positive outlook. Clients say my enthusiasm is contagious'

Carol focuses on Business Coaching and Mentoring typically at Director, Partner, or Board level across Europe and the Middle East. Her approach is based on positive psychology and is solution focused. Her coaching challenges the validity and realism of existing goals, and encourages the adoption of new and novel viewpoints, before considering the practical aspects of commitment, planning, and action. She also offers Coaching Supervision on a 1-1 basis and through facilitated Group Supervision for both internal and external coaches.



Experience

Carol's business experience is at board level in both executive and non executive roles in a range of industries including exhibitions, retail, telecoms, government, market research and housing, where the development of potential in the people has always been her passion. For example, she designed a management development programme tailored to the exhibition industry with Aston Business School and has worked with the CBI to review European employment legislation on the employment of agency staff.

Carol's early career was in Human Resources with the Open University, ACNielsen, House of Fraser, LloydsTSB, Orange and the NEC. Carol was the HR Director for the National Exhibition Centre, Birmingham. Carol is the Vice Chair of Minster Housing and she chairs the Wiltshire and Swindon Connexions Partnership. She has helped organisations to:

- Develop Succession Planning processes for high potentials
- Develop Culture Change programmes arising from rapid growth
- Assess joint ventures/mergers and complete due diligence
- Measure Board effectiveness and Governance

Carol specialises in Executive Coaching and Mentoring helping leaders to have a positive impact on their organisations. Her coaching style is holistic, values-based, action coaching and emphasises the whole person. Her purpose is to help people to move forward, achieve their goals but be congruent with their values. She has worked with individuals to:

- Transition from Private to Public sector and visa versa
- Develop an authentic leadership style
- Deal effectively with conflict
- Hit the ground running in the 1st 100 days
- Deal with cultural differences
- Enable women at Partner level

Carol is a regular contributor to CIPD Publications including 'Coaching at Work' and books on Performance Management, Emotional Intelligence and Leadership. She was part of the research team that focused on human performance during the BT Global Challenge 2000/1 Round the World Yacht Race. She is an Associate Lecturer at Oxford Brookes University and is a coach /supervisor on the MA in Coaching and Mentoring Practice.

Carol is married to John and lives with their daughter Rebecca in Oxford.

Selected client companies

Lloyds TSB,
The NEC,
BERR (formerly DTI),
DSA,
PA Consulting,
Royal Mail,
British Telecom,
Messier-Dowty Ltd
Helen & Douglas Hospice.
World Trade Centre Dubai
Abu Dhabi Government
Oxfam
Wincanton Logistics

Education, qualifications and professional positions

MBA from Oxford Brookes University
Postgraduate Diploma in Coaching and Mentoring Practice
Postgraduate Certificate in Supervision for Coaching & Mentoring
Master Practitioner NLP
Chartered Fellow of Chartered Institute of Personnel and Development (CIPD)
Qualified in psychometrics to level A & B.
Oxford Brookes University
Coaching Accreditation
Member European Coaching and Mentoring Council (EMCC)
Member Association for Coaching (AC)
CIPD – Committee member
Director Devonshire House Management Club

