

# Jennifer Day

**“Core beliefs which I firmly hold are that every person is truly unique: people want to learn & develop to give of their best and have far greater potential than they often recognise. Sometimes they need help to realise that potential, and coaching is an enabling process that helps unlock this.”**

Jennifer is a diversely experienced and rigorously-trained Executive Coach who has worked successfully in a wide range of organisations across most industry sectors. As an EC since 1999, she has worked with well over 100 leaders, CEO's, senior executives and their teams, and technical & functional specialists, enabling them to 'raise their game', accelerate their development and release their potential to meet the demands of continuously changing environments.



## Experience

Jennifer's coaching work has focused on performance coaching & talent development, covering a wide range of issues including 'stepping up' to the next level, thinking more strategically, handling the political dimension & 'managing upwards', raising self-awareness and developing a more flexible style, leading teams and getting better staff engagement, handling conflict, improving confidence & developing more 'gravitas', building relationships, and career strategy. As well as working 1:1 with clients, Jennifer has conducted group coaching through Action Learning.

Her style combines a rich blend of theory and practice gained from extensive personal experience in organisations and broad studies in organisational & coaching / counselling psychology. It is collaborative, person-centred and 'human', with a 'results-oriented' focus. Clients have variously described it as motivating, challenging, catalytic, pragmatic, 'very refreshing'.... and 'fun!' One client, a Management Consultant in a 'Big Five' Partnership, commented that "... her style is no-nonsense, direct & professional; many of the insights that JD left me with were fundamental & life-changing"

Areas of particular strength include:

- Developing 'self/other' awareness in leaders & teams
- Embedding new behaviours to achieve transformational change
- Improving personal performance & delivery, especially during transitions
- Turning round performance of those who have 'stalled' through uncertainty or lack of confidence
- Developing empowering cultures & navigating through change

Prior to becoming an independent consultant in 1991, Jennifer enjoyed a successful career in strategic Human Resource Management & Development in several well-known blue chip companies including The Rank Organisation, Ladbroke Group, Philips Electronics and John Laing Construction. Whilst at Philips, she introduced formal coaching for 'high potentials' as part of the corporate retention strategy. Her roles covered the entire HR spectrum and in her last, she specialised in Learning & Development; this experience has been integrated directly into her coaching approach.

Since 1991, Jennifer has accrued wide experience in helping to bring about transformational & culture change at individual, team and organizational levels. On a recent assignment for a major energy supplier, as part of their national leadership development & culture change programme, she coached 30 leaders & senior managers over a three year period. Her portfolio also includes 16 years as a Career Coach.

Outside work, Jennifer has been a voluntary counsellor for a local charity for ten years. Creative design in the house & garden, often 'messing around with paint', and travel also figure prominently. Having had a Spanish grandmother, Jennifer is learning

## Selected client companies

HSBC Investment  
WHSmith  
Royal Bank of Canada,  
Novartis Healthcare  
Abbott Laboratories  
BT  
Cancer Research  
Gillette  
British Energy  
Kent County Council  
Fullers Brewery  
Inmarsat  
London Underground  
MLA East of England,  
Glencairn Insurance  
Avon  
Arcadia Group  
HM Treasury  
County Estate Management  
British Library

## Education, qualifications & memberships

Advanced Diploma in Executive Coaching, ICF Accredited programme:  
Assessed 'Double merit'  
Diploma in Performance Coaching  
Certificate in Life Coaching  
BPS Accreditation Psychometric Testing Levels A & B  
Member of the Association for Coaching  
Chartered Fellow of the Institute of Personnel & Development  
MSc Organisational Behaviour  
Post-graduate Diploma in Personnel Management  
BSc Economics

