



Kate Howsley

Executive Coach, OD & Leadership Consultant, Facilitator

Chartered Fellow CIPD, MSc (People & Organisation Development),
PG Cert. (Mentoring & Coaching), BA (Hons); Cert. Coaching Supervision
Accredited Time to Think Coach, Accredited Time to Think Facilitator
Accredited Time to Think Thinking Partnership Teacher



Business Experience

Kate is a qualified and highly experienced Executive Coach, Team Coach, Coaching Supervisor, OD and Leadership Consultant and Facilitator with a blue-chip HR Director/Organisation Development Director track record, experienced in working internationally with senior leadership teams to deliver business strategy and personal and organisational change through innovative and flexible approaches.

Kate's coaching clients include Chief Executives/MDs, functional directors and senior managers across a wide range of sectors. She is a certified coach with over 3000 coaching hours and in her coaching practice she is trained to work with a range of coaching genres and approaches including coaching in the Thinking Environment, coactive, cognitive behavioural, gestalt, psychodynamic, systemic, NLP, team coaching and performance and development coaching. She is a qualified and skilled psychometric assessor and specialises in emotional and social intelligence and team dynamics. Kate coaches clients through promotions, adapting to new organisations and Board roles, personal and organisational change, performance challenges and developing personal awareness and confidence. She has set up both organisational mentoring and coaching schemes and trains senior leaders in mentoring and coaching skills. Kate has supported a number of organisations through major change programmes including M&As and designs and delivers large scale and niche experiential leadership development programmes for all levels of leader.

Previous corporate positions include UK/ROI HR Director for Kellogg Company, in which she led the HR function in managing the full employee life cycle: selection, learning and development, performance and talent management, total reward, employee relations, employee engagement and strategic planning, and the Director, Organisation Effectiveness - Europe for Kellogg's, in which she led international change initiatives in business strategy development, performance and talent management, marketing and sales capability growth including the development of functional skills frameworks, skills audits, assessment and development frameworks for EMEA which were subsequently rolled out globally, leadership development and succession management, embedding new organisational values and leadership team coaching across 16 countries. During this time Kate also led transformational change within HR's organisation design and skills and set up a new manufacturing facility, negotiating separate terms and conditions with three unions.

Kate has spoken at a number of major conferences including the CIPD's Conference at the Olympia Conference Centre where she spoke about developing a coaching culture in organisations. She has also been a speaker at the European Mentoring and Coaching Council Conference and at the Hay Group UK (Queen Elizabeth II Conference Centre, London) and global client conferences (International Conference Centre, Amsterdam), at which she spoke about developing skill and competency frameworks to underpin strategic HR processes and practice, including performance and career development.

Professional Qualifications

MSc, People and Organisation Development (University of Salford Business School); FCIPD Chartered Fellow of the Chartered Institute of Personnel and Development; Postgraduate Certificate in Mentoring and Coaching (Sheffield Business School); ICF/Barefoot Coaching Certificate in Coaching Supervision. BA (Hons) Class 2:1 (University of Liverpool); Accredited Time to Think Coach; Accredited Time to Think Thinking Partnership Teacher; ICF/CTI (Coaches Training Institute) Trained Coactive Coach; Certified in use of a range of additional coaching approaches (NLP, Gestalt, Psychodynamic, Cognitive behavioural, Systems); Accredited Time to Think Facilitator; Qualified in and licensed to work with a wide range of psychometric assessment instruments including Strengthscope, Strengthscope Team and Strengthscope Leader, Strengthscope Master (Resilience, Career development, Selection), MBTI Step I and Step II, Talent Q, Wave Professional Styles, OPQ, Motivation Questionnaire, Emotional Competence Inventory, Strengths Deployment Inventory (SDI), 16PF, ability/aptitude testing, interest inventories, design/delivery of assessment and development centres. Certified in Mindfulness Practice. Member of EMCC and the Time to Think Collegiate.

Clients

General Medical Council, Accenture, Arup, Barclays, HSBC, Standard Chartered Bank, O2, BAA, London Gatwick Airport, Leeds Bradford International Airport, Salford PCT, Spar, Skandia, Sesame Bankhall Group, Mersey Care Trust, Express Gifts, Levi Strauss, Imperial Tobacco, LMS, East Lancashire Hospitals NHS Trust, Lancashire Care NHS Trust, North West Boroughs Partnership NHS Trust, Greif, BAE Systems, John West, Prudential, NW Leadership Academy, Community Integrated Care, Chemtura, Leading Quality Assurance, Liverpool School of Tropical Medicine, The Bedford Charity, Rocco Forte, CSM, Cundall, BCM, Recipharm, Mettler Toledo (Safeline), Pentair, Cairn Energy, Covidien, Electricity North West, Thomas Cook, Certas Energy, DCC Vital, Suttons Group, Tata Steel, Tata Chemicals, CNS, UrencoUK, Waters Corporation, Aston University, University of Salford Business School, University of Manchester, University of Chester, Weightmans LLP, IMI, Parliamentary and Health Service Ombudsman. BAE Systems, Orbitas Bereavement Services, Arcinova, Archwood Group, Cheshire East Council, East Cheshire NHS Trust, Akamai, Serco, BASF, Vertellus, Whitford, Muse Developments, Alder Hey NHS Trust, Your Housing Group.