

Sally Bernham

Sally is a respected and experienced leadership and management development consultant and executive coach. With over 12 years higher education coaching experience and a recent senior HR role as head of staff development at a midlands university, she has a wealth of experience to draw on, sound understanding of the challenges for HR and insight into the opportunities for a business focused HR to create organisational impact.



Sally's leadership development work is with both the private and public sector including the university sector and other public sector organisations, working with middle managers and senior leaders. This diversity of client base enables Sally to bring a richness of insight derived from other sectors. Her coaching work in the university sector has included coaching senior academics and professional staff, training coaches and developing managers' coaching skills, supervising coaches, establishing and managing an internal coaching programme and advising universities developing their own internal coaching capability.

Other recent university work includes working as a consultant for the national Staff Development Forum for whom she has developed a range of accredited programmes for the sector, as an assessor for the Association of University Administrators' Post Graduate programme, as a tutor on the midlands university regional leadership development programme and as an action learning set facilitator for the midlands universities senior leadership development action learning set programme. Her coaching, therefore, is informed by a sound understanding of the current higher education context and its inherent challenges for senior leaders and managers.

Involvement in a variety of HR/Organisation Development projects in HE includes those arising from the initial RDS initiative included developing a competency based leadership framework and supporting the Pay Framework Agreement. Other recent HR activities has included coaching leaders of organisational restructures and redundancy programmes, coaching newly appointed senior academic leaders, facilitating team development and visioning and developing staff developers and HR colleagues to develop change facilitation skills. This has given Sally a sound understanding of current HR practice and has enabled her to support leaders, teams and individuals in negotiating a way through complex and challenging change programmes.

Prior to becoming a coach and consultant, Sally's career was in education, including schools, FE and HE, local government and the health service.

Sally's coaching style is co-active: designed to build a collaborative, productive relationship of both support and challenge. Drawing on positive psychology, Sally's approach is to create a climate in which clear goals are identified and she works to optimise the client's motivation, sense of focus and self-belief to achieve their goals. In taking a pragmatic and results focused approach, with clearly defined business and personal goals, Sally works in partnership with

clients to support them to take stock, take control and take action to develop their careers and enhance their professional performance.

Sally is able to use a variety of psychometric profiles to support coaching; including, for example, Strengthscopes to identify and utilise the client's strengths as the foundation for coaching. Sally has a particular interest in developing resilience, in helping clients develop a clear sense of self as a leader, of their impact as a leader, and in cultivating emotional intelligence.

Sally's clients report enhanced performance, increased self-awareness, greater self confidence and improved motivation. They particularly value the practical application of learning and its impact on their confidence and leadership performance. While taking development really seriously, Sally also firmly believes that learning should be enjoyable and fun.

A qualified coach, Sally also has post graduate qualifications in teaching, human resource management and coach supervision and is licensed in a range of diagnostic profiles. With professional membership of the Chartered Institute of Personnel and Development, European Mentoring and Coaching Council and Institute of Leadership and Management, Sally's work embraces current leadership thinking, and adheres to the highest professional standards and ethical practices. Sally has always taken her own on-going professional development professional development seriously, is committed to lifelong learning and works with a coaching supervisor to ensure quality.