

# Katherine Long

## Coaching and Organisational Change

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Katherine Long is an experienced coach, mentor and coaching supervisor, with over 20 years of experience in people development. She is particularly effective in contexts where individuals and teams are journeying through emergent change and transformation, where her ability to partner with clients in the midst of ambiguity really shines. Recent assignments include career transition coaching, global leadership development and 121 and team coaching with an NHS board. Also supporting the development of coaching culture in Oxfam and supervision to their internal coaches, and development and supervision of a number of internal coaches within the European Commission. She has also designed, piloted and gained EMCC accreditation for a supervision qualification

aimed at developing internal supervision capacity within organisations as a means of stewarding and building internal coaching culture to support a self-sustaining model of organisational learning. Via her association with The OCM, she has been involved in developing internal coaches within Open University within all levels of the organisation up to Vice-Pro Chancellor.

Katherine's background is in cultural change, cross-cultural communications and developing intercultural competences in leaders and teams. She brings a holistic and systems perspective to her work; a key value in any work she undertakes is to bring into focus the health and well-being of the whole system (individual, team, organisation), as well as address specific coaching issues and challenges.

Katherine is author of the Diamond Model, an integrative model of the coach (Bachkirova et al, 2011, published by Open University Press), and is a regular speaker and writer within the coaching profession. She is currently researching an inclusive model of spirituality applicable to the corporate environment, and is currently engaged in a think tank with other well-being practitioners to support a global law firm in creating a positive working culture.

She is a trustee for an award-winning youth mentoring charity, Lifespace, and spearheaded a successful initiative to achieve Fairtrade Town status for her hometown of Alcester in 2010. She has recently been appointed to facilitate the Masters in Coaching at Warwick University.

### Key Services:

- 121 Exec Coaching
- Team Coaching, including systemic/constellations coaching
- Group coaching
- Large group interventions / Open Space Technology
- Action Learning
- Coach supervision (121 and group)
- Coach CPD workshops
- Coaching culture consultancy and mentoring
- Introduction to Focusing – building somatic intelligence to leadership

### Qualifications and Training:

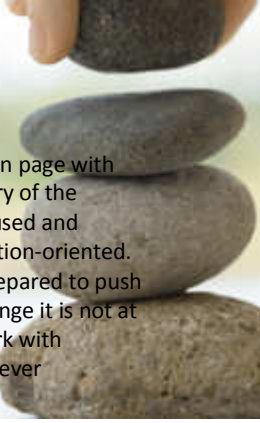
- Focusing Practitioner ([www.focusing.org](http://www.focusing.org)) training (due to complete 2013) – a somatic, mindfulness based practice
- Certificate in the Fundamentals of Systemic Coaching and Constellations (2013)
- Equine Facilitated Coaching training, with Leadchange, 2013
- EMCC Individual Accreditation at Master Practitioner level, 2011
- Advanced Certificate in Coach-Mentoring Supervision (Distinction), 2010 (accredited by Oxford Brookes University)
- APEL Senior Practitioner in Coaching and Mentoring, 2008, accredited by EMCC
- Peaceworks Mediation Skills Certificate, 2008
- BPP Levels A and B qualifying in 15 FQ+, 2008
- Advanced Diploma in Coach-Mentoring, 2002

### Testimonials:

"I have enjoyed a coaching relationship with Katherine for some time and I have found her to be most valuable. Katherine holds a truly safe space for me to empty my head and through her sophisticated approach and challenge she helps me to make sense of my experiences, thoughts and feelings so that I can develop and shape my learning."

"In my 30 years of corporate life, including 15 years in senior HR roles, I've had mixed experiences of the coaching profession. A few of the coaches I encountered were outstanding, a few, quite frankly, terrible, but the vast majority were decidedly **building for the future**

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mediocre. I was therefore extremely fortunate to close out the corporate chapter of my life and open a fresh clean page with Katherine's wise and expert support. I think the essence of outstanding coach, beyond of course complete mastery of the fundamental skills and knowledge, is to be able to provoke and steer a dialogue that is both broad and deep, focused and limitless, uncomfortable and secure, fresh and familiar, experimental and structured, and finally reflective and action-oriented. If this was not challenging enough, a great coach keeps the dialogue rooted in the needs of the coachee and is prepared to push themselves well beyond their own comfort zone to enable progress. My sense is that given the scale of the challenge it is not at all surprising that many individuals who coach never succeed in real mastery. It was therefore my privilege to work with Katherine who did all of the above, and more, and in doing so led me to an appreciation of the profession that I never previously had."

"Katherine has an intensely engaging style whereby she facilitates a more meaningful learning experience than is the norm. She has the rare gift of providing subtle structure at the same time as eliciting exploration of ideas and content at deeper levels. I couldn't recommend her more highly."

"Katherine demonstrates a rare skill. She has the ability to create an open and curious space in which people feel safe to talk, but also challenged to think more deeply and broadly about issues. She is able to finely weave together the theoretical concepts with application in real life. Collaborative, creative, and robust would all be true words to describe her delivery style."

"Katherine brought a wealth of experience and challenge to our team day – empowering our team to engage with fresh outlooks and techniques in their work. Katherine holds the 'space' in such a way that allows for reflection, learning, challenge and confidence to explore. Thank you"