

Kay Young**Company:** Options**Languages:** English, Gaelic learner**Email:** kay.young@lineone.net**Mobile:** 0778 53 54 932**My Motto:**

“Developing people with purpose”.

ABOUT ME**My international/inter-cultural experience:**

- I have delivered projects in Africa, Asia, USA, and across Eastern and Western Europe

My personal background/interests:

- Living in Scotland, married to Robert, with one son, recently graduated; and two daughters, currently at University. Personal interests include family; wandering over high hills in remote places; being in the wilderness; health, well-being and resilience.

My values:

- Integrity, respect, acceptance, honesty, relationship, connectedness, empathy, playfulness, excellence.

ME AS A COACH**Why I went into coaching:**

- Whilst operating as a senior leader, I had a coaching style of leadership, and positioned coaching at the heart of delivering individual, team and organisational effectiveness and performance.

My coaching philosophy:

- My coaching is client centred. I build trust and lasting relationships, listen deeply, ask congruent questions, speak my own truth and invite my clients to do likewise. I support leaders to engage in meaningful, purposeful work (and life), fully stepping into their authentic leadership power, presence and potential, to deliver highly effective performance and results.

My coaching approach:

- I have a style which is warm, relational, developmental. I support my clients to identify what is true for them (awareness), to expand their range of choices (insights, reframes), develop their inner resources, and explore ways forward, and commit to change, growth, learning, action.

My specialised coaching skills:

- Leadership coaching, coaching women, transition coaching; strengths based coaching; emotional intelligence coaching; well-being & resilience coaching; mindful coaching.
- **My coaching experience:**
I have been coaching professionally since 2003, and I have almost 800 hours of recorded professional practice. My clients includes CEOs, directors, senior leaders, academic leaders, others.

CURRENT / PREVIOUS CLIENTS (EXTRACT)

Tullow Oil; Royal Bank of Scotland; NHS in Scotland; Durham University; ICNARC; Newcastle University

MY EDUCATIONAL & PROFESSIONAL BACKGROUND**Education:**

- MBA, Open University Business School, 1996-2001
- BA, Napier University, 1997

Professional Background:

- Coaching Director – Locus Ltd (part-time, 2009-current)
- Independent Executive Coach, Team Coach, Leadership Consultant (p/t, current)
- Leadership Consultant – NHS in Scotland, National Leadership Team (2006-08)
- Executive Board Director, OD & Learning – NHS Western Isles (2004-06)
- Head of OD – NHS National Services (1999-2004)
- Associate HR Director – NHS Dumfries & Galloway (1997-99)
- Open University Business School – MBA tutor (1994 – 2008)

MY COACHING CREDENTIALS AND TRAINING

- Master Coach Practitioner, Academy of Executive Coaching (AoEC) (current, ICF Master Credentialed Coach level)
- Certificate in Psychodrama, Northern School of Psychodrama (2009-2011)
- Insight and Wisdom Training, Mindfulness Association (2010)
- Advanced Diploma in Executive Coaching, AoEC (2008-09)
- Partner in Scotland with Franklin Covey Training, and licensed to deliver: 7 Habits of Highly Effective People; and Great Leaders, Great Teams, Great Results
- Qualified in Myers Briggs Type Indicator, 16PF, Emotional Intelligence 360 feedback, and other psychometric tools
- Certified NLP Practitioner
- Graduate of Dialogue and the Art of Thinking Together
- Member of Academy of Executive Coaching; Chartered Institute of Personnel & Development; British Psychological Society

One client's experience:

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For me, our relationship inspired instant trust and confidence. I felt we gelled very quickly and as a result, were able to explore a variety of issues in a safe and supportive environment. We also had fun, with laughter and personal stories emerging along the way, which made for an extremely enjoyable and rounded experience. I have found our coaching relationship life changing, really powerful and enabling and am so glad to have had this experience.