



Hayley Phipps

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Hayley is a Corporate & Executive coach specialising in the area of executive professional development, helping develop top level individuals by increasing their self-awareness and by building and help changing their personal and professional skills to ultimately drive long-term personal and organisational success.

Her focus and specialist areas are based on:

- individual strengths and abilities,
- developing strategic thinking skills,
- impact and presentation skills,
- broadening emotional competencies,
- expanding coalitions and networks and;
- Identifying purpose, values and beliefs to embed personal change.

Hayley has worked within the corporate arena since 1989 and has always demonstrated a passion for excellence, personal development and change.

She is an experienced people and strategy manager, specialising in talent management and continued professional development.

She has worked with many blue chip organisations specialising in change, project management, confidence at "the top", leadership development and performance through individuals and teams.

Some notable clients include organisations and individuals working with: Amec, BT, Diageo, Royal London Group, TDG and Standard Life.

Hayley is an active member of the strategic team for the Association for Coaching in Scotland. www.associationforcoaching.com
Her drive and focus is to raise the profile of coaching and its numerous benefits to the corporate arena in Scotland.



Holding a prestigious diploma (with distinction) in Corporate & Executive coaching she works with senior professionals with flair and enthusiasm to strike all deliverable outcomes with a return on investment for the individual and organisation.

Hayley is described as a charismatic individual with outstanding skills to get to the core of what's happening right now. Her experience as a leader and previous senior manager posts allows her to quickly establish rapport and align to individuals' objectives.

She is qualified to use the psychometric tool ILM72 (Integrated Leadership Model) to help evaluate leaders' styles and approaches allowing room for growth and development. Hayley's background previous to specialising in learning & development was heading up teams in the areas of:

- Sales, new and existing business
- Business Development
- Marketing
- Collaborative procurement

Hayley wrote and developed the "Developing Tomorrows' Leaders Programme" for PRO-tential Coaching Limited endorsed by the Institute of Leadership & Management.

She is a qualified NLP Practitioner, facilitator, trainer, coach and public speaker.

Testimonial – AMEC plc

"I am writing to thank you for all your contribution, enthusiasm and commitment in bringing our executive coaching programme to a successful conclusion.

The outcome certainly meets all of our initial objectives of delivering high calibre coaching to the team, enabling them to put in place their own personal development plans and support this with newly acquired people skills to get the very best from their own teams. It also brought the added benefit of a cohesive strategy to take the function forward into a new world.

Your help in achieving our goal has been invaluable and in particular has enabled us to understand and successfully address issues around team dynamics resulting in positive contribution and commitment by all members of the team. Coaching and mentoring will be a major feature of our ongoing activities"

Andy Haworth, Supply Chain Director, AMEC plc