



## Julie Bickerton

### Consultancy and Coaching experience

Julie has extensive coaching and consulting experience. Her approach is influenced by her experience of Gestalt and Transactional Analysis. She brings a pragmatist/reflector learning style to her work and draws on a number of tools and methodologies depending on a client's circumstances. Julie helps people to make shifts in thinking, feeling and behaviour to generate the energy to make and sustain change.

Julie works in association with SWAN and has worked with a diverse group of organisations in both the private and public sector including The Bank of England, Pricewaterhouse Coopers, Microsoft, Allen and Overy, Jones Lang LaSalle, Numico, BG Group, The National Health Service and National Grid.

Client feedback best describes what it is like to work with her: -

"Julie has a wonderful style: relaxed, friendly and professional. She has an ability to challenge and empathise in the right mix, her ability to listen and feedback assertively in the moment helped me to see what was getting in the way."

"Julie is very responsive and flexible. There is no question that her combination of humanity, humour and professional know-how make her an excellent coach."

Recent and current assignments include:

- 📌 The design and delivery of coaching workshops for a global organisation in support of a shift to a coaching culture.
- 📌 Creating a Team Coaching Tool - Team Talk© that focuses on developing a team's ability to think together and have conversations that count.
- 📌 Facilitation and Coaching on a series of Leadership Development Programmes designed to support senior managers as they transition to more substantive and challenging Leadership roles.
- 📌 Working with Individual coaching clients on a variety of issues including: - Skills development in the areas of influencing impact, coaching, personal organisation and conflict resolution and career management

### Background

Julie has been a development specialist for the past 20 years, her talent and appetite for engaging people with personal development was recognised early by Roffey Park Management College where she facilitated the ground-breaking flagship programme 'Interpersonal Relationships in Organisations'. In her practice Julie is guided by the European Mentoring and Coaching Council (EMCC) code of ethics and has attained the Chartered Institute of Personnel and Development's Advanced Certificate in Coaching and Mentoring.