



Kate McGuire

Consultancy and Coaching experience

Kate is an executive coach, group facilitator, and Organisation Development consultant. She combines her knowledge of individual development and learning with her experience of organisations and organisational change. Kate uses conversation and humour, and an appropriate level of challenge, to help clients reflect on their experience, identify learned patterns of behaviour or thinking that are no longer helpful, and devise new strategies for the future to improve leadership impact, relationships, and work performance.

Kate has worked with a range of clients, including BG Group, Royal College of Nursing, Diageo, Nationwide, and the National Policing Improvement Agency. She also works with Yarrow, a small charity which provides housing for people with disabilities, and private clients on their career choices.

Current experience includes:

- ✦ Coaching senior leaders in a global premium drinks business, working in-depth on their purpose in life, how this supports their work, and the personal development path that will lead to breakthroughs in their leadership capability
- ✦ Facilitating a public sector leadership team to build a collective sense of purpose, role and ways of working, and the behavioural changes necessary for organisational success. Working with a wider team to develop a statement of purpose and a set of organisational values, with associated implementation activity
- ✦ Coaching and OD consultancy to a small charity seeking to bring about change in a values-driven workforce
- ✦ Facilitation of personal development workshops and follow-up action learning sets in a global energy company

Line management experience

Kate has 15 years' experience working inside organisations as a senior manager, and has specialist expertise in organisation development, internal communications, and HR. At the BBC, where she was Head of Organisation Development, Kate was involved in a range of organisation-wide change projects, including culture change, and has developed specialist expertise in Appreciate Inquiry. She has worked with senior executives as colleague, consultant and coach.

Background

Kate has an MSc in Organisation Consulting from Ashridge and is currently studying for a Post-Graduate Certificate in Coaching through the i-coach academy, certified by the European Mentoring and Coaching Council.