



Pattie Horrocks

Consultancy and Coaching experience

Pattie has senior level HR experience in blue chip companies and major professional partnerships in both management and consultancy roles. Her focus is on improving organisational performance through increased individual contribution. She loves the 'win win' of organisations working more effectively as a result of individuals increasing their confidence and skills and bringing more of themselves to work. She is passionate about enabling others to develop trust in their authentic way of leading within a shared corporate vision. Clients consistently report that Pattie's challenging but supportive approach leads to increased job satisfaction and performance.

She has consulted and coached with several leading public and private organisations including the NHS; MOD; PWC; Hewlett Packard; GSK; Citigroup. She has also worked in the not-for-profit sector and with SMEs. She is a recommended coach to the MBA alumni community at Manchester and Warwick business schools.

Her assignments have been varied in nature and have included

- 🌀 Design and delivery of range of skills development programmes eg influencing; coaching; facilitation skills; women's development programmes
- 🌀 Reviewing Board structure and processes
- 🌀 Coaching senior NHS leaders to enable smooth introduction of major change initiative over 18 month period
- 🌀 Facilitation of executive development programme and follow up 1 - 1 coaching with PWC senior consultants
- 🌀 Performance improvement programme for professional partnership

Line management experience

Pattie spent 20 years of her career working as an HR Manager principally within J Sainsbury plc and Coopers&Lybrand. Her experience at J Sainsbury included managing a team of 20 Personnel Managers within a matrix structure and later developing corporate HR Policy. Within Coopers&Lybrand she set up a Personnel Dept for 22 partners and 250 chargeable staff. She focussed on culture change, organisational restructuring, and the development of line manager skills. She moved from this position to a Senior Consultant role within Coopers&Lybrand before setting up her own business.

Background

Pattie graduated with a BA Hons 2.1 degree from Cambridge University. She holds a 2 year Diploma in Facilitation Skills from Surrey University and an ICF accredited coaching qualification. She is qualified to administer a range of psychometrics including MBTI and Firo B. She is currently training as a coaching supervisor, and is committed to her ongoing personal development and learning. Professional memberships include MCIPD and Association for Coaching.