



## John Metherell

### Consultancy and Coaching experience

After more than 10 years in Retail Management and 15 years in people development roles as an internal consultant John set up his own consultancy and coaching business in 2005. John's approach to coaching is to provide a learning environment where the individual has the space to explore issues, learn about him/herself and their current situation, and with the appropriate challenge and support make the decisions necessary to move forward in the appropriate way for them, at the appropriate pace for them.

'In all my coaching I treat each person as an individual, honouring their own unique circumstances and response to their situation, and do not slavishly adhere to a process'. The methods used evolve during the coaching and are determined by the context in which the coaching is taking place and the needs of the individual at the time. 'I always bring 'myself' to the coaching relationship but never my own agenda'.

John's work has focused on helping individuals, teams and organisations to build capability, and in developing integrated learning strategies that lead to sustained improvements in performance and cultural change. John has experience working in Central Europe and Asia. John's consultancy work includes:

- 🌀 The design of talent management processes for a UK based nationwide charity.
- 🌀 Development of performance tracking processes and training materials for a global retail company.
- 🌀 Change management, training and communications support in the clothing division of a large retailer's operation in central Europe.
- 🌀 The design and delivery of leadership programmes aimed at developing increased self-awareness and flexible leadership styles.

### Line management experience

John managed a diverse range of teams over a period of 15 years predominantly in the retail sector where he gained experience in motivating individuals in highly pressurized situations, working to tight deadlines and shifting priorities. Regional management roles led to specialist central roles where John gained insight into the broader aspects of the running of large organisations, working closely with directors in Commercial, Finance, Property, IT, Marketing and PR departments.

### Background

John has a Law degree and originally trained as a solicitor. With a post-graduate certificate in coaching he is currently studying for an MSc in coaching and behavioural change at Henley Business School. After research into leadership, and running stress focus groups he has contributed to books on leadership, and organisational stress.