

Director of Executive Coaching Services, UK Wide

Blue Sky Executive Coaching has a clear vision to become one of the best known and well respected coaching businesses in the commercial world. We work across sector with senior leaders, both on a one-to-one and team basis, with the aim of delivering a significant shift in their leadership performance. We have an absolute commitment to the coaching we deliver and the relationships we build with our clients.

We are looking for the right person to join us in our mission; someone who shares our passion for individual and team coaching that makes a real difference and for building strong relationships based on mutual trust and respect. We are looking for someone who would like to take an important role in helping us build the business and our presence in this marketplace, while at the same time gain the opportunity to work with some amazing clients.

Candidate Profile

Purpose:

The Director of Executive Coaching Services role is of strategic importance to the future success of Blue Sky. The purpose of the role is to become a trusted advisor to clients, providing them with leadership, direction and insight, as well as developing and growing new business opportunities for the executive coaching practice.

Job Description

Responsibilities:

1. Managing delivery of client requirements (50%)

- ◆ Working as an executive coach, team coach and facilitator with our clients
- ◆ Taking a senior role in programme management, design and delivery in executive coaching / team coaching programmes
- ◆ Leading and managing a project team of internal consultants and/or associates to deliver profitable programmes that add measurable value to clients
- ◆ Working with the Blue Sky Client Journey to deliver an outstanding client experience measured by Net Promoter Score

2. Developing/Managing Client Relationships (30%)

- ◆ Selling programmes and solutions of high value through writing tenders/proposals and attending client meetings
- ◆ Growing engagements, becoming a trusted and credible advisor to clients

- ◆ Identifying and securing follow-on opportunities and moving into other areas of the client's business

3. Contributing to development of Blue Sky (10%)

- ◆ Achieving thought leadership and expertise in chosen field
- ◆ Developing existing services to advance the Blue Sky offering
- ◆ Developing articles and case studies for shared learning and sales opportunities
- ◆ Occasionally attending speaking opportunities to support marketing and PR activities
- ◆ Getting involved in ad hoc tasks involved in growing the practice, such as recruitment, marketing, reporting
- ◆ Taking an active role in building and maintaining associate relationships

4. Managing and developing Blue Sky people (10%)

- ◆ Supporting the leadership team in coaching and developing the internal Blue Sky team
- ◆ Being a role model for the Blue Sky Cultural values and taking shared responsibility for constantly creating the kind of culture we aspire to
- ◆ Provision of skills transfer and formal training in specialist areas

Experience

- ◆ Experienced coach / leadership developer that has significant expertise of working with leaders in business and a track record of successful executive coaching assignments
- ◆ Significant experience in selling, designing and delivering Executive Coaching and ideally leadership and management development programmes
- ◆ Ability to build strong personal relationships with clients
- ◆ Excellent understanding of Key Account Management including strong commercial understanding of business issues and potential solutions
- ◆ Familiarisation with the commercial challenges faced by senior leaders, such as MD's and Board level Directors
- ◆ Experience of taking a leading role in key solutions presentations and handling objections from board level clients
- ◆ Experience of working in other people-related areas, such as cultural change, transformation, performance improvement, organisational development and personal development
- ◆ Experience of proactively managing and taking control of difficult meetings
- ◆ Proven ability to develop accounts and hold trusted advisor relationships with the most senior players in large organisations
- ◆ A methodical and disciplined approach to planning and running projects and all related administration

Characteristics

- ◆ Personal impact – able to inspire people and hold interest, both in one-to-one and group situations
- ◆ Pace, depth and accuracy of thinking
- ◆ Clear, articulate communication, able to demonstrate knowledge and credibility at a senior level within organisations
- ◆ Leadership – able to gain respect quickly, has presence, is able to give and receive feedback and coach in formal and informal situations
- ◆ Authentic, totally comfortable in own skin and certain of own self worth

- ◆ Sees the big picture and able to quickly identify impact of solutions, opportunities and constraints
- ◆ Strong influencing skills, able to change opinions and gain buy-in
- ◆ Professional appearance
- ◆ Must be able to commute to and spend time in our Guildford based office on average once a week

Qualifications & Accreditations

- ◆ Recognised coaching accreditation – ideally to PCC level or equivalent
- ◆ Additional qualifications might include: BPS Level A and B, MBTI or FIRO-B accredited, NLP Master Practitioner, SDI Accredited, CIPD Member
- ◆ Needs to show a demonstrable commitment to own personal and professional development

Package

- ◆ Great Salary
- ◆ Private Healthcare

Interested?

Email your CV to miranda.cain@blue-sky.co.uk