

## **Coaching Profile**

**Jane Keep – [jk1@janekeep.co.uk](mailto:jk1@janekeep.co.uk)**

### **Coaching approach**

- Works with a philosophical consciousness
- Experiential, based on real 'in the now' issues.
- Client – led – based on the objectives and needs of the client
- Facilitative through critical questioning, providing a 'mirror' for the client
- Capacity building to enable the client to 'self coach' to avoid any dependency upon needing a continuous coach – but so that they can become self aware, insightful, and reflective for themselves – thus enabling the skill of self coaching and developing a stronger relationship with themselves that they can trust and build confidence with to enable clarity in all they do.
- Works to connect up seemingly disparate issues that clients are facing to enable congruence, clarity and focus.
- Working on life, work, career, and personal/health/emotional issues.
- Works using the physical body as a 'marker' for clients to gain an awareness and understanding of how they are feeling/reacting or dealing with any given situation or challenge they are facing.
- Occasionally giving guidance on where to network, source further information or support for issues outside of the coaching intervention.
- Ongoing process reviews (during and after any coaching intervention) to ensure the client is tackling the issues they need, in a way that works for them.
- Ensuring my own personal quality of well being and integrity so as to allow the client a clear, stable and confidential 'space' to work through their issues.

### **Pen Portrait – Mphil, Msc, FCIPD, FCMI**

With a philosophical consciousness, Jane is a practitioner on the processes of strategic, organisational and personal change. Her primary focus is to bring wellbeing and harmony back into the workplace. She has studied, researched, taught and practiced human resource management and organisational development and change for 20 years at a senior level as well as at a strategic/national level in the NHS, (having been working in and around the NHS for 30 years). In recent years she has also worked in the wider public sector, voluntary and private sectors.

She has worked with individuals, teams. Boards, leaders and organizations in many locations and works most often in 'real-time' using real issues or real 'in-tray' challenges. She has coached/facilitated over 500 teams in a variety of workplace settings, in addition to facilitating 40 workplace departments/functions towards a greater clarity and sense of purpose as well as from disharmony to more harmonious and effective working practices. In addition she is a regular coach for many NHS/public and voluntary sector leaders, CEOs, aspirant leaders and managers for 15 years. She has for the last 10 years coached and facilitated coaches and facilitators in their continued professional development and supervises coaches. She currently has 15 active coaching clients in a variety of healthcare settings. Through her PhD study, she has researched coaching in the workplace, and particularly looking at the role and impact of the coach. She also has regular coaching, supervision and support from a number of coaches and practitioners to enable the ongoing quality of her services, and to continue to develop her own relationship with self.

### **Coaching qualification/experience**

- She has been offering coaching services for 20 years, having had over 400 coachees.
- She has an MSc in organisational development/strategic human resource development where action learning, reflective practice, experiential learning, facilitation and coaching formed part of the Masters – practically, and theoretically
- She has an Mphil in Critical Management (Lancaster University) where she studied learning, critical questioning/criticality in management, workplace values, principles and virtues as well as reflective practice.
- She has attended various coaching, mentoring, facilitation and action learning personal development courses in the past 15 years for her professional CPD (for ongoing Fellow and chartered status at both Chartered Institute of Management and Chartered Institute of Personnel and Development)
- She always has a coach/mentor to 'supervise' her practice not just in my coaching, but in my facilitation and organisational development and change practice, and in all her work.
- She has facilitated coaching, facilitating and mentoring workshops for aspirant coaches, facilitators and mentors for the past 10 years. She has also taught action and experiential learning, and reflective practice during the past 10 years for

OD practitioners/action learning set facilitators. She also offers small group coaching, and supervision for coaches offering a very real, clear focus.

- As a qualified acupuncture practitioner, and practitioner of therapeutic massage, Jane is also able to use her understanding of anatomy and physiology to support clients to get a sense of how they are feeling physically about any given situation or challenge.
- She is writing up a PhD studying Coaching and authenticity/harmony.
- She developed and currently leads the Coaching faculty for the Centre for Innovation in Health management at Leeds University Business school where there are 30 coaches who are regularly deployed onto leadership and OD programmes. This includes supervising the quality of the coaching and coaches, designing coaching contracts, and looking at the evaluation/impact of the coaching. She also works regularly with a coaching company in Holland to support them (and their large team of coaches) to deepen their coaching quality.
- She has recently led a highly successful talent management programme for the NW LA for 30 participants, deploying 10 coaches, and co-designing the tools, and process for this.
- She herself regularly coaches aspirant leaders (directors/CEOs) and leaders on a range of leadership programmes in healthcare settings.