

Executive Coaching Profile - Lesley Wilson BSc, FCIPD

Lesley Wilson specialises in Organisation Development, Leadership and Personal Development working with clients in the public, private and voluntary sectors on the issues that challenge them.

As an experienced Organisation Development Consultant, she has learned the importance of working on real time issues. Each assignment is unique and Lesley brings a fresh approach to the design and development of coaching interventions to maximise learning, encourage exploration and deliver results.



Experience

She has practiced coaching for 20 years having trained in coaching with David Clutterbuck Associates and Scottish Leadership Foundation. She regularly updates her knowledge and skills through CPD workshops and participation in action learning.

Her coaching work supports Directors and senior executives as they face the challenge of mergers and other structural or cultural change.

In the last 4 years, as well as being a coach, Lesley has trained around 200 coaches in 4 Local Authorities in a cross Scotland programme to enhance leadership and coaching in Education. Those trained have included Directors, Heads of Service, Head Teachers. She has also facilitated a Train the Trainers programme building internal capacity in these organisations to run coaching skills training.

Additionally, Lesley teaches Organisation Development and Change at Napier Business School, requiring regular updating of her knowledge and research base, critical for her practice as a coach.

Executive Coaching Approach

Lesley's approach to coaching is a combination of focus, challenge, exploration and options analysis. It is non-directive and strengths based using her skills of relationship building, listening, questioning and exploring or uncovering assumptions. She is sensitive to the political environment, internally and externally. Encouraging reflective practice on the part of the individual being coached. She has been trained on the Bridges Model of Organisational and Personal Transition and also is skilled in the application of strengths based change processes including Appreciative Inquiry. Clients have described her approach as 'refreshing', 'encouraged me to think more creatively', 'non directive which really pushed me to explore my own experiences' and, finally, 'a great listener who gave me the space to say what was on my mind'.

Contact Details

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