



Bill Davies

DIRECTOR

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MSc. Occupational Psychology, BSc (Psychology), BA (Economics), Diploma in Careers Guidance, Human Givens Diploma

Bill has over 30 years' experience in business psychology, coaching, consulting and leadership development. He has a wealth of knowledge and expertise in the field of emotional intelligence, having been heavily involved in developing and deploying a market-leading emotional intelligence measurement tool.

Bill has a strong background in coaching senior leaders, both in group and one-to-one settings and in developing leadership programmes which reflect best practice and up-to-date research evidence.

Bill brings a rich mix of skills, having lectured in careers guidance to post-graduate level and designed numerous online assessment and development tools for businesses. He has built a reputation for specialist coaching for senior executives navigating significant career and life transitions.

Bill's coaching style is eclectic but fundamentally humanistic and practical. Whilst his approach is driven by a belief that his clients have the resources and need to solve their own problems, he also believes that a coach can play an important role in enabling the client to access those resources and find sustainable solutions. Clients remark on his ability to: listen deeply and challenge them to think through their issues, 'see the wood for the trees', break-down complex problems into manageable chunks and, above all, to identify practical steps to resolution.

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Example coaching assignments

Leadership coaching for career progression

Executive coaching with senior leaders in a healthcare setting, with the aim of developing emotional intelligence to help them to transition posts and progress in their careers.

Executive coaching to resolve conflict

Executive coaching with a senior Director of a local authority, to help them to manage challenging workplace relationships. The programme helped the coachee to enhance their personal effectiveness through developing greater awareness and behaviour change.

Coaching to navigate redundancy

Delivered career transition coaching in a large aerospace organisation across a wide range of positions and levels, as the company re-engineered its business.

Coaching skills for training professionals

Co-created an in-house training programme, trained and coached trainers and front-line staff and directed a set of video-based learning materials in a welfare-to-work organisation, to help the client population secure jobs.

Bill describes his style as:

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Building a coaching alliance based on mutual respect and rapport, then basing decisions and coaching goals on high quality shared information. The coaching process is shared and open in style and fundamentally set to constructively unpick and challenge barriers to resolution. Action plans create successful outcomes by being motivational, practical and tangible while tapping into the desire to change and build self-efficacy and self-esteem.”

Improving psychological health and performance at work

consulting
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counselling

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