



Cathy Harris **DIRECTOR**

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MSc Mental Health: Psychological Therapies (Distinction). B.A. Hons (English/History), Henley Professional Certificate in Coaching, Postgraduate Certificate in Advanced Mental Health Skills, Postgraduate Diploma in Psychological Therapies, Human Givens Practitioner (PSA-registered).

Cathy is a people development specialist with over 25 years' multi-sector experience in learning design, consulting and executive coaching within both private and public sector environments.

She has a keen interest in the link between psychological wellbeing and personal effectiveness and has undertaken research into how Self-Compassion practices can help people to develop greater resilience.

As a qualified solution-focused therapist, Cathy offers specialist coach-counselling interventions to support executives struggling with stress, anxiety or panic episodes. Cathy's clients often report that she has helped them to replace unhelpful habits with positive new practices which help them to become more effective both in work and life.

Cathy's coaching practice is solidly underpinned by scientific, psychological and behavioural models which help to explain how the challenges of the modern workplace can take a toll on personal morale, motivation and capability. She creates a safe, non-judgmental and confidential space in which people can explore and articulate a plan for change and rehearse how to bring this into reality.

Keychange Coaching

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Example coaching assignments

Coaching to treat workplace stress

A coaching assignment with a senior manager experiencing panic episodes at work which were affecting his confidence and effectiveness. The sessions focused first on identifying the triggers for anxiety and second on equipping him with the skills to stay calm and focused. As his resilience increased, so did his effectiveness at work.

Coaching to transition through change

The top team in a major financial services organisation undergoing restructure, received brief, one-to-one coaching sessions as part of a leadership development initiative. An emotional intelligence psychometric tool was used as a lens through which participants could identify personal 'blockers' to change and then unlock motivation for business-critical activities.

Coaching to build leadership capability

A senior management team in a public-sector organisation took part in a series of Action Learning Sets which aimed to help them problem-solve more collaboratively. This group coaching initiative fostered high levels of openness and trust, which in turn led to better teamwork and improved relationships.

Coaching to unlock motivation

A successful senior manager had 'hit a roadblock' in her career and felt demotivated and stuck. Through rediscovering what she found intrinsically motivating, she was able to set clear goals and develop a more flexible approach to leadership, which aligned with her natural style, strengths, and preferences.

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Cathy has amazing insight into how people and teams function. She is masterful at giving developmental feedback, and this is enabling our management team to work together more collaboratively and productively. The team experience Cathy as approachable and she is particularly adept at both challenging the group and ensuring they feel supported, valued, and respected.”

Tara Lochery, Senior Human Resources Professional

Improving psychological health and performance at work

consulting
coaching
counselling