

Kwik-Fit Financial Services

"I started receiving coaching from Caroline just as I was promoted to my first board level position. I found that coaching helped me to grow into the role much faster and more successfully than I believe I would have done without it. Caroline's style worked perfectly for me often guiding me to self discovery rather than being over prescriptive, but always full of ideas and techniques to try too. Mostly she has helped me to feel confident in my new position within the company, and I think that has allowed me to perform at my highest level in all aspects of the role."

Stephen Robertson, Group Pricing Director

Institute for Employment Studies

"Kynesis have, for the last two years, provided me with coaching in my new role as chief executive. I have found the approach extremely helpful in providing me with an insightful sounding board for the challenges in my new role, and the coaching input has been both supportive and challenging."

Nigel Meager, Chief Executive

G4S Care & Justice Services (UK) Limited

"One on one coaching gave me the opportunity not only to reconsider my personal management style, but also to test out ideas at a time of massive organisational change within the company and as such provided immediate benefits."

David Banks, Chief Operating Officer

HR Consultancy

"I found your direct, no nonsense, practical approach most beneficial as I came to terms with the challenges of my new role. You gave me highly relevant advice that I continue to use & you clearly guided me to an insight on my own approach which has been most revealing & helpful. I would be keen to utilise your expertise further in the future."

Joe McShane

Zotefoams plc

"The ability to think straight, focus on getting things done, co-ordinate and communicate are attributes which are taken for granted. By spending time with Caroline I realised these are all areas which can be made more effective, both at an individual and team level. More than that, I gained key insights on how to make it happen – insights that were personalised and in context to work for my team and for me. Very worthwhile."

David Stirling, Managing Director

Parsons Brinckerhoff

"Kynesis Executive Coaching was engaged to facilitate the alignment of a newly assembled management team by re-focusing individual and team ethos through behavioural analysis, situational problem analysis and individualised counselling for successful outcomes. The enthusiasm, skill and the relevant and insightful advice of the consultants ensured that their recommendations have been retained and applied in our team dynamics. Our organisation continues to benefit from these exercises long after Kynesis have left!"

Greg Ayres, Managing Director, Europe & Africa

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Dominic Kirkbride, HR Director

Quotes from senior executives:

"One on one coaching gave me the opportunity not only to reconsider my personal management style, but also to test out ideas at a time of massive organisational change within the company and as such provided immediate benefits."

"Over the last six months my skills in the post of Director have been transformed by undergoing Executive Coaching. This is both in undertaking the journey from senior manager to Director and in development of self-awareness."

"Even just after our one chat today, something was very clear to me, I thrive on being busy at work & knowing that is going to make it easier to work out how to make some changes to be busy again! When I walked out of your office, I felt like a weight had been lifted from my shoulders. I really appreciate your help. I can see some of the "wood" now. I know that this will be a slow process but am confident I'll get there in the end with some help."

"I enjoyed our last meeting - you are an excellent coach/role model and certainly make me think!"

"Personal coaching was a fashionable yuppie sort of thing, in my mind. How wrong I was! Caroline was a delightfully shrewd lady who brought out my best attributes, made me see reason and helped me refocus my energies into a more positive and beneficial approach. The end result is a finely tuned manager with a realistic sense of belief and more relaxed attitude into the bargain. She has helped me develop into a person more able to cope with the everyday stresses and strains associated with both my working and personal life. I sincerely thank you."

NHS Angus

“The coaching I have received from Caroline has been one of the most positive and enhancing experiences which I have had in the NHS. After every session I took away a greater understanding about 'me' and the organisation, and some positive actions which I took forward.

The best thing is that the effect has been sustained and I believe that Caroline's particular style and skills are a key contributor to this.”

Susan Wilson, General Manager, Angus CHP

FirstScotrail

Caroline worked as my personal executive coach for 1 year, during which she helped me identify my personal strengths and weaknesses as leader and provided me with support through her own personal professional experiences and also appropriate reading material. She supported me with key challenges within my team. Following Caroline's support I was appointed to Operations Director and her assistance in coaching from senior manager to director was invaluable and helped me achieve this post.

Jacqueline Dey – Operations Director

NHS Lanarkshire

“As a senior manager in the NHS for many years, and to be successful in further developments and positions, it was necessary for me to improve my interview techniques and my level of confidence. Kynesis, and in particular Caroline, was recommended as a reputable organisation providing a high standard of coaching for senior staff in both public and private industry. The experience was terrific. It was a period of time for me that required me to refocus on what my aspirations were, how I was going to get there and what I needed to do to make it work. This 'hard work' became relatively easy with the motivational, inspirational and honest coaching support from Caroline, who was passionate about how to achieve personal best, and realistic enough to understand large public sector organisations.

I would highly recommend Kynesis for people who find themselves in the same position: experienced, keen to be promoted, know that applying simple techniques will be beneficial and most of all keen to work together with experienced coaching staff.”

Carol McGhee, Corporate Risk Manager

Connaught plc

“Caroline has supported me in a coaching capacity over the last 12 months, with a particular focus on supporting my transition into a new role and business after a considerable time in my previous organisation. My new role is Group HRD in a FTSE 250 organisation, and Caroline was particularly valuable in helping me to negotiate my way around the Boardroom and the

relationships with key stakeholders. I found Caroline to be flexible in her approach and encouraged me to focus on what I wanted to get out of the sessions and where I would achieve the most value. She acted as a valuable sounding board to talk through alternative approaches in specific situations and also to bounce around ideas on my developing strategy.”

Jane Pateman, Group HR Director

Logica

“I have had a number of successful sessions with Caroline over a six month period to work through the challenges associated with working in a highly matrix managed organisation. As a direct result I have a clearer view of my personal and work goals for the next few years and have even developed a reasonable plan to reach these! Caroline and I discussed a number of coping strategies and practical examples of different ways to deal with business situations. I talked through a number of actual issues I faced in my role and found it invaluable to have a coach to work through how I should deal with them and to review the outcomes. I would recommend Caroline to anyone who finds themselves in a new role or wishes to have a better career plan in place.” Tara McGeehan, Utilities Director