Lynn Blackadder | Coaching Profile

Why coaching?

Fundamentally, I believe that everyone has the potential to flourish personally and professionally. Some of us just need a bit of space and support to think about what that means and how to achieve it. My first experience of being coached was transformational and led to a career change: having experienced the power of coaching, I decided to become one myself. As a result my work has never been more fulfilling.

My aim as a coach is to help you achieve your full potential. I coach because I'm interested in people and motivated by the creative conversations that open up a wealth of possibilities for your future.

How it works

We start with an informal conversation about where you think you are, your issues and aspirations. If we agree to proceed, we'll formalise our contract and organise the next meeting. All our subsequent sessions will be led by you and what is happening in your life. It's good to meet somewhere neutral, and I'll do my best to create a space where you are free to focus in on what you are really feeling and thinking. I take a client-centred, non-directive approach to coaching, and my style has been described as creative, intuitive and supportive. This means that my job is to provide structure, ask searching questions, challenge and offer observations and suggestions based on what I'm hearing and my own experience. In this way I help you to create your own solutions, developing learning techniques to utilise independently.

A bit about me

Originally from Scotland, I have lived in Kilburn, London for 20 years. My first decade of work was in the private sector, and for the past 18 years I have run my own Organisational Development consultancy in the arts, heritage and broader voluntary sector, working with clients of all types and sizes across the UK. Overall, my work experience encompasses 25 years of facilitating individual, team and organisational development in a variety of working environments.

Coaching is my real passion, and I spend a lot of time on my own personal and professional development, which includes regular coaching supervision, to make sure I am always at my best. I hold a Post-Graduate Diploma (Level 7) in Executive Coaching and Leadership Mentoring (Institute of Leadership and Management), and I practise within the ethical guidelines of the European Mentoring and Coaching Council. I'm a very positive but also a realistic person. I thrive on variety and learning.

My academic background is mostly in philosophy, and that analytical training both grounds me and means that I can often fairly quickly get to the nub of an issue, which can be useful in coaching situations. It also means that I can help clients to apply philosophical ideas to the practical demands of everyday life, exploring individual values and meanings.

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Our partnership

Research shows that regardless of whether we have similar or different personalities, the most effective coaching comes about through the development of our relationship and shared values: trust, honesty, being solutions-focussed and committed to change.

My clients

I have coached senior employees from a wide range of organisations, including the V&A Museum, National Trust, Friends of the Earth, Blind Veterans, City University and the Jewish Museum London. As a personal tutor on the MA in Cultural Policy and Management at City University in London, I have also coached over a hundred students from all over the world to successfully source, secure and deliver work placements.

What they say about me

"I found my coaching sessions with Lynn extremely valuable and they provided a really useful opportunity for detailed reflection on both my professional and personal life. The sessions helped me to focus on the need to be more selective in the projects that I take on and to recognise the need to achieve a good work/play balance in life. Lynn has a fantastic capacity for listening, and that coupled with her creative but pragmatic outlook in life makes her a wonderful coach. She intuitively knows when to interject the conversation flow with useful and insightful comments that often steer the conversation into new and sometimes surprising directions. I found her approach extremely professional and informed and I look forward to more sessions."

"When my boss suggested I had some coaching, it was a very busy and pressurised time. My initial reaction was: 'how is that going to help; it is just more time away from my desk'. Lynn has been a huge help as I was so time poor that I wasn't making the best decisions or creating the space to look at things from a different perspective. I have had four sessions with Lynn and the time has been invaluable and really helped me to look at the people issues in detail and come up with clear practical actions. Stopping to think and discuss the issues I was facing with a proven professional in the Cultural and Heritage field, a 'critical friend' who genuinely wants you to be able to deliver your best, has been really good investment of time."

"When I first met with Lynn I thought that the solution to my disillusion with work was to find a new job. However, after discussing with her my various concerns, I realised that by making simple changes in the workplace I could turn my role back into a positive experience. Lynn and I met regularly for about six months and during our meetings she helped me reflect on issues as they arose at work. In a safe and confidential environment she encouraged me to challenge my own assumptions, and helped me step outside of the situation, which was something I couldn't gain from discussions with work colleagues."