

Lynn Blackadder | Coaching Profile

My background

Originally from Scotland, I have lived in London for 23 years. I began my career in the private sector, after which I started my own Organisational Development consultancy in the arts, heritage and voluntary sectors. For the past 20 years I have worked with clients of all types and sizes across the UK, including the Design Museum, Canal & River Trust, Theatre Absolute, Film and Video Umbrella, Imperial War Museum and the National Trust. You can read more about my work here: www.lynnblackadder.com. Overall, my experience encompasses 28 years of facilitating individual, team and organisational change in a variety of environments.

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, and I have coached employees from organisations such as the V&A Museum, the National Trust, Friends of the Earth, Blind Veterans, City University London, Bible Society and England Athletics. I also coach private clients wishing to develop personally and professionally. And for the past six years I have been supporting post-graduate students from all over the world as the Professional Placement Module Leader and Personal Tutor on the MA in Culture, Policy and Management at City, University of London.

My approach – a coach with counselling skills

Coaches are increasingly being asked to work across the coaching and counselling boundary. In 2017 I graduated with distinction from City, University of London's Post Graduate Certificate in Counselling Psychology. As a coach with counselling skills, many of my clients tell me they benefit from this combination in the following ways:

- Bringing knowledge of psychological development theory and counselling models (such as person-centred, cognitive behavioural and psychodynamic therapies) to coaching to understand and relate to your broader psychological world.
- Providing a more rounded helping service, working with your experiences holistically, using therapeutic interventions when appropriate.
- Working with the present and the past to help achieve your desired future.
- Working in full knowledge of my competences and your needs, recognising and talking through with you the need for more extensive counselling/therapy when appropriate and facilitating introductions to specialist practitioners.

With additional post-graduate training in moral philosophy, I also offer clients the opportunity to explore deeper thinking around values and meaning within the coaching context.

My coaching approach is non-directive which, like person-centred therapy, focuses on helping clients to create their own solutions, developing techniques to utilise independently and facilitate real, sustainable change. My coaching style has been described as creative, intuitive, motivational and supportive. I provide structure to enable conversations that explore current issues, life events, challenges, ideas and aspirations relating to your personal and/or professional life.

Working together

There is no such thing as 'a typical coaching programme'. You can have as many or as few sessions as you like, all of which will be led by you and what is happening in your life. We start with an informal conversation about where you are, current issues and aspirations. If we agree to proceed, we'll formalise our contract and organise our first session. It's good to meet somewhere neutral, and I do my best to create and hold a space where you are free to focus in on what you are feeling and thinking. I recommend a minimum of an hour per session, and 90 minutes is ideal in my experience.

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. We will also openly and regularly discuss how we both think things are going.

I practise within the ethical guidelines provided by the Association for Coaching and the European Mentoring and Coaching Council (<http://www.emccouncil.org/src/ultimo/models/Download/4.pdf>) and I spend a lot of time on my own personal and professional development, which includes regular coaching supervision. I also hold the following qualifications:

- Post Graduate Certificate (Level 7), Counselling Psychology (Distinction) (City, University of London)
- Post Graduate Diploma (Level 7), Executive Coaching and Leadership Mentoring (Institute for Leadership and Management)
- MA Philosophy (Birkbeck, University of London)
- BA (Hons) 2:1 Humanities (The Open University)

Fees

I am always happy to discuss how we can work together within your budget. As a guide, my standard rates per hour are £75 (individuals) and £100 (charitable organisations).

Client feedback

“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.” (Programme Leader – City, University of London)

“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.” (Manager, Heritage Property)

“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.” (Senior Manager, V&A Museum)

“Lynn helped me through a very difficult transition period. When everything was changing around me, she was my constant listener, helping me to see where I wanted to be and giving me the support I needed to get there. She has a natural positivity that left me feeling optimistic and in charge of my future after each session. Working with Lynn helped me find my way to a successful emotional life and career path, and I highly recommend her as a coach.” (Author)