

# Our consultants and coaches

## Karen Ellis



### Karen Ellis

Karen brings her clear thinking and serious sense of play to support our executive coaching and facilitation/training. She has been working independently as an organisation development consultant, coach and facilitator for the past eleven years, particularly at senior levels in Public Sector, Central Government and professional services and 'high tech' clients. This follows an earlier career in management consultancy with KPMG and Accenture.

### Experience

Karen's science background, combined with her training in organisational systems and human behaviour, has made her a natural choice for individuals and top teams working with complicated or complex change. She has worked to support clients in sectors including construction, the communications industry, finance and consultancy. She has significant NHS and Local Government experience, including working as a lead associate through the NHS Leadership Centre and the Leadership Centre for Local Government.

Recent involvements include:

- Team coaching and strategy/culture change support to the Executive team of a Top Five Insurer
- Coaching to chief executives and cabinet members of a number of councils
- Coaching a number of NHS chief executives, directors and chairs
- Assessment and development work at Director level in two very large telecomms/media firms
- Leadership development for high potential leaders in a large IT firm
- Supervision and training of a group of organisation consultants to lead to an MA in Consultation

### Education and training

Karen holds degrees in Chemistry from Bristol University. Other qualifications and training she draws on include:

- Diploma in Change Agent Skills and Strategies (University of Surrey)
- Certificate in Counselling and Psychotherapy
- Certificate in Coaching Supervision (currently in progress)
- Certification in the Leadership Development Framework

Karen doesn't like to rest on her laurels and is constantly updating her expertise through short courses with, for example, The Tavistock Institute and the Institute for Group Analysis.

### Working with Karen

Karen is described by clients as bright, intuitive, rigorous and thought-provoking. She is good at asking the right questions to get to central issues, helping clients to spot patterns in their own thinking and emotional responses and assisting them in their own efforts to develop and build capacity. She is particularly interested in emotional and psychological resilience, getting underneath system dynamics and in working with her clients to grow their own sense making about themselves and others. She also, on occasion, helps people to work with their bodies, noticing where stuck patterns have entrenched in their physical presentation and how these affect their presence or emotional responses.



**To talk about how Karen can help with your change challenges, in the first instance**

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