

# Our consultants and coaches

## Sally Gritten



Sally is an executive coach who comes with 25 years of business and line management experience. In her marketing and managing director roles in publishing she had to be results-oriented and deliver business needs in terms of turnover and profit. She knows what it means to manage both up and down in large and small organizations and she knows that politics are a reality that must be managed.

Her coaching comes both from this first-hand experience and a sound theoretical framework which she developed as she gained a masters degree in coaching to accompany her MA in counseling and her MBA. Her framework for coaching draws from personal construct psychology, person-centred coaching and the application of neuroscience.

The rules for success in business have evolved from a predictable, linear, steady condition to a continuous state of flux which demands that people and organizations deal with rapid change on a continuous basis. As a coach in business, Sally helps her clients examine that change and by doing so, maximize their opportunities to make change work for them, not against them. She helps people become self-aware, agree on specific new behaviours and then support the conscious practice of those new behaviours until they become familiar and the new way of doing things.

### Experience

Recent assignments include:

- Running a year long leadership development programme to enhance the leadership repertoire of a division's senior management team
- One-on-one coaching through all layers of a company to underpin many of the company's key strategies and to focus on people development. Involved coaching the CEO, HR director, various managing directors and senior managers through all departments in the business.

### Education and Training

Sally has an MA in Counselling from Arizona State University and an MBA from the University of California, Los Angeles. Having completed a Coaching Masters in Executive Coaching with i-coach academy she went on to receive an MA with Distinction in Professional Coaching from Middlesex University. Sally is currently pursuing her PhD in coaching, specialising in change.

Other training she draws on includes:

- Certificate of Achievement - Advanced Group Process Consultant (NTL Institute, Oxford)
- Personal Construct Psychology (University of Hertfordshire)
- Certificate of Competence in Occupational Testing (British Psychological Society)

### Working with Sally

*'I would recommend coaching from Sally to anyone else who might be where I am - unwittingly treading water while blaming it on the water! The process has been so straightforward that I still don't really know what she did to bring this about - she listens, she reaches in, she encourages. Always friendly, never judgmental, but every time helps me rediscover something I didn't even know I had lost.'*



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**To discuss how Sally could help with your change challenges, in the first instance**

**contact our main office**

**T +44 (0)1832 732 554**

**enquiries@irvingallan.com**