

Our consultants and coaches

Nick Kambitsis



Nick Kambitsis MA (Cantab), MB BChir, MSc

Nick supports Irving Allan's coaching and leader development work. During his first career as a GP in London he became an accredited GP trainer, tutoring, mentoring and appraising young doctors who had chosen General Practice as their career path. In 2000 he made a career decision of his own, taking a Masters in Organisational Behaviour and a performance coaching diploma. He particularly enjoys working with senior and board level individuals and groups to enable change and enhance performance.

Experience

Nick has experience as a coach, trainer and in the design and delivery of bespoke leadership development programmes across sectors including law, finance, banking, pharmaceuticals, IT and publishing.

Recent involvements include:

- Design and delivery of a mentor training programme in the financial sector
- Influence and communication workshops for technical specialists in pharma
- A major diagnostic for a central government department
- Building the influencing and communication capacities of a senior banker working towards an MD role
- Conflict management and career path coaching for an MD in the media/publishing sector
- Enabling a senior IT professional to progress and land their 'dream job'

Nick has been assessed and selected as a coach for global companies in the financial and pharmaceutical industries.

Education and training

Nick has first and higher degrees from Clare College Cambridge and Birkbeck College, London. Other qualifications and training he draws on include:

- Training with the Institute of Family Therapy who were running courses for GPs in the mid nineties. This introduced Nick to systems thinking which he uses in one to one coaching and in OD interventions.
- Experience in a range of psychometrics, including MBTI accreditation.
- A diploma in business performance coaching

Nick uses supervision from senior faculty at Ashridge to support his coaching and is a member of the British Psychological Society Special Group in Coaching Psychology.

Working with Nick

Clients appreciate the detailed questioning and diagnosis Nick does 'up front' in order to clarify what his clients really need. Nick is valued by his clients for being able to help them make sense of particularly complex systems and situations they find themselves in. He has an innate ability to see the 'big picture', offering up possible structures of interpretation and hypotheses for examination where needed. Senior teams he has worked with have complimented him on his confidence in getting all the issues out in the open and then working with the team to enable them to become high performers. As a performance coach he is particularly successful in clarifying people's core strengths, enabling them to apply these across a range of needs including career progression, dealing with difficult situations and influencing systems.



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

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