



Nicola Johnston



Professional Executive Coach,
Business Psychologist and Consultant

Overview

Supported by first class credentials, Nicola is an accredited Professional Executive Coach (Association for Coaching) and has a strong track record in applying coaching psychology to individual, team and organisational change.

Nicola believes coaching and mentoring are powerful tools for improving capability and confidence and increasing organisational performance, especially when mobilising individuals and teams is at the heart of successful change. This is even more apparent as we seek to promote diversity in the workforce and to harness the unique perspectives each individual can bring to the wider organisation.

Nicola designs and delivers tailored 1-1 and team coaching solutions where the focus is on creating quality conversations, opportunities to experiment and test thinking in the real world and reflect, learn and develop in a safe space.

She operates with a highly collaborative style and invests in developing trust and building healthy working relationships with clients and key stakeholders. Recognised for identifying opportunities for people to develop and realise their full potential. Reputation for integrity, discretion and customer focus.

Clients report that Nicola helps them to raise their self awareness which in turn results in more considered behaviours as well as increasing personal confidence and impact when engaging with key stakeholders and customers. Clients also value Nicola's encouragement to question if their 'default' thinking styles are serving them well and consider how they can move towards more helpful styles and behaviours. She is also known for enabling her clients to build their own personal skills 'toolkit' for dealing with difficult situations and people.

Areas of Coaching Expertise

Emotional Intelligence; behavioural change; improving workplace relationships; helping people having quality conversations about change; leadership and talent development; supporting technical specialists transitioning into leadership roles; personal wellbeing and resilience; personal impact and influence.

Professional and Business Experience

Professional background:

Nicola's professional background is as a behaviour change and leadership specialist with over 30 years experience in change management, organisation development, learning and development, stress management and resilience, and interpersonal mediation. She has run her own consultancy and coaching practice since 1996.



Business sectors:

Airlines and Airports; Charities; Civil Engineering; Food and Allied Industries; Local Authorities; Logistics; NHS; Nuclear Processing; Professional Services; Retail; Specialist Manufacturing; Strategic Public and Private Sector Alliances.

Multi national experience:

Nicola has worked with clients from diverse backgrounds and cultures throughout her career.

Levels of clients:

Managing Directors, Senior Managers, Directors, Technical Specialists and future leaders.

Education, Qualifications and Professional Body Membership

Education:

- B.Sc. (Hons) Psychology.
- M.Sc. Social Research Methods and Statistics.

Coaching and related qualifications and training:

- PG Diploma in Coaching Psychology.
- Accredited Hay 360 Emotional Intelligence Practitioner.
- Certificate in Systemic Team Coaching.
- Certificate in Redundancy Coaching & Counselling.
- Certificate in Health and Wellbeing Coaching.
- Practitioners Certificate in Interpersonal Mediation.
- Certificate in Transactional Analysis 101.
- Art in Coaching Training Workshop.
- Mindfulness Based Stress Reduction Programme.
- Embodied Leadership Programme Levels 1&2.
- Professional Train the Trainer Certificate for Chartered Institute of Environmental Health.
- Advanced Certificate in Health and Safety.

Professional Membership:

- Member of, and Accredited Professional Executive Coach with, the Association for Coaching.
- Principal Practitioner Member of the Association of Business Psychologists.
- Member of the British Psychological Society.
- Member of the British Psychological Society Special Group in Coaching.
- Associate Member of the International Society of Coaching Psychologists.

Coaching Supervision and Ongoing CPD

Nicola undertakes regular supervision from her Coaching Psychologist Supervisor.

She is committed to her ongoing professional development including participation in training workshops and researching into coaching, psychology and wellbeing.

