



GORDON RYAN

EXECUTIVE COACH

PROFILE

A Chartered Coaching Psychologist, Chartered Occupational Psychologist and experienced senior manager who has worked on national governance boards. Gordon has a background in leadership development, assessment and organisational behaviour. He has worked in complex and challenging public and private sector environments.

Coaching Approach

Gordon provides coaching to senior and executive leaders on creating engaged, psychologically safe and highly performing individuals, teams and organisations. He also enjoys coaching aspiring leaders, those from under-represented groups and neurodiverse coachees. He is respected for his ability to translate theory into meaningful and grounded practice drawing on a range of psychological principles to deliver coaching that is holistic and focused on client's individual needs, aims and aspirations. He specialises in coaching that enables leaders to impact positively on their organisations by creating connectedness with those they lead.

As a skilled and experienced psychologist, Gordon believes in the need for good coaches to have a breadth of approaches and techniques so that they are able to meet different client's needs relating to different challenges. While drawing from a broad background, Gordon's approach is one that is practical, client-centred and solutions-focused.

Gordon is trained in the diagnosis of dyslexia and has worked with people on a range of coaching requirements related to dyslexia, dyscalculia, dyspraxia, attention deficit and autism.

He uses a range of psychology perspectives including cognitive, behavioural, developmental, positive psychology, psychological safety, growth mindset, habit-formation, inclusivity and person-environment fit. These are complemented by values, motivations, leadership and organisational behaviour/development principles.

Gordon is able to use a range of psychometric tools to support coaching depending on client's needs and challenges. In addition, he has experience in developing bespoke tools, exercises and assessments for specific client requirements.

Background

His early career began in private consultancy providing occupational psychology and learning and development services in a range of industries.

As Principal Psychologist at the College of Policing he led multiple teams in developing innovative products and services with strong links between leadership development, assessment standards and evidence-based practice. He was the non-Service Director for the entrance to the executive level.

He has sat on a number of national strategic boards within policing.

Qualifications and affiliations

- Institute of Leadership & Management post-graduate (Level 7) Executive Coaching and Mentoring - University of West of England
- Chartered Coaching Psychologist – British Psychological Society (BPS)
- Chartered Coaching Psychologist – British Psychological Society
- Registered Occupational Psychologist – Health Care Professions Council (HCPC)
- Associate Fellow of the British Psychological Society
- Registered Test User Qualification (ability and personality) Including:
 - o Personality Trait Measures – Saville Wave, NEO-PIR, 16Pf5, 15FQ, Hogan Personality Inventory, OPP
 - o Personality Type – MBTI (Step one and two)
 - o Emotional Intelligence: ESCI 360, EQi2.0, EQ360, EIP3 (Emotional Intelligence Profile)
 - o Growth Mindset Leadership 360 Assessment
 - o Risk Compass
 - o Mental Toughness/Resilience - MTQ48, A&DC Resilience, Leadership Resilience Impact
 - o Leadership - Leadership Judgement Indicator
 - o Dark-side – Hogan Development Survey
 - o Values, Motivation and Preference - various
- Fellow of Chartered Management Institute
- Adult Education & Learning Award

Ethics and Coaching

Gordon's practice is undertaken within the exacting ethical requirements of the British Psychological Society, Health Care Professions Council and the Division for Coaching Psychology.

As part of continuous professional development (CPD), Gordon is an active participant in both peer and supervisory coaching practice. He is a member of an organisation that runs monthly

Coaching Learning Labs and delivers development for other experienced coaches too. CPD is a regulatory requirement of both the HCPC and BPS qualification requirements.

Typical Coaching Process

While the contents of coaching comes from the a client-centred agenda and uses a range of coaching models (e.g. GROW, KIPPER, ACHIEVE, STEPPA etc), the coaching process within and across sessions will often follow these main phases:

- Chemistry call – this is often by an initial telephone call or online meeting to explore how and why someone has come to coaching at this stage and whether there perceived needs are something we can work on together.
- Contracting – establishing the written and psychological contracts, boundaries of confidentiality and practical requirements of delivering the coaching support.
- Exploring and defining the purpose of the coaching – becoming clearer about what areas might make the most difference to the coachee and identifying the behaviours/habits that have most impact.
- Defining the desired outcomes from the coaching – establishing the new reality that someone expects to achieve once change has occurred.
- Establishing the basis of/need for change – gaining clarity on why the area(s) for change are required to enhance commitment to change.
- The impact that will be seen/experienced once change has been established – defining what evidence there should be once change is achieved.
- Creating and evaluating options for change – exploring a range of options that could lead to change, identifying why any previous change efforts did not work, establishing the most likely successful change approaches for the individual.
- Identifying how to handle situations where old-behaviours reoccur – change is rarely linear, knowing there will be set-backs and how to manage these to avoid these derailing efforts is critical to success.
- Reviewing change, barriers and set-backs – often in subsequent sessions, reviewing progress and identifying corrective actions.
- Evaluating the distance travelled – at the end of the coaching session there is an initial verbal evaluation. Following a series of sessions there is a more formal evaluation survey to identify what was helpful and unhelpful in the coaching.

Some Examples of Recent Coaching Assignments

- Executive Team Development – the design and delivery of intervention to develop senior operational managers for the move into executive leadership. A workshop-based intervention followed by individual coaching on building executive readiness, political acumen and perspective. Support for executive level assessment. Delivered over an eight-month period. This had run once a year for seven years for a large public sector organisation with a national remit.
- Coaching Executives – as part of a national executive leadership programme where coachees participate in three key modules over a six-month period. Coaching works alongside the programme to ensure those completing it are ready to step into large scale public sector executive teams.

- Transition Coaching – delivery of transition coaching in support of 100-day plans for those moving roles within a multinational automotive manufacturer.
- Turnaround and Cultural Transformation – a large national public sector organisation with a significant political and media profile required to demonstrate delivery and change to regulators, in response to public inquiries and to politicians. A full scale, multi-year intervention that has included a listening exercise with key stakeholders to help define change priorities, executive team workshops, strategic meeting observations and feedback, 1:1 executive feedback, executive coaching, review and evaluation.
- Relational Coaching – individual and team coaching where there are misaligned expectations, motivations or agendas leading to conflict. Building individual and/or collective understanding about perspectives, seeking agreement and building paths for future focused progress and delivery. This has been delivered in UK-based luxury car manufacturer, middle-east airline, north African automotive group of companies, international healthcare and NHS trusts.