

I have been coaching individuals and teams for over 20 years – helping them develop their capacity for leadership and achieve increased levels of performance, effectiveness and fulfillment. I specialise in helping executives manage the psychological dynamics that prevent them from making and sustaining changes in behaviour, and in supporting them to make the inner transitions necessary to lead successfully in a volatile, uncertain, complex and ambiguous world.

I also work with coaches and mentors as a supervisor to help them ensure the quality of their work and to support them in their professional development. As “Mike the Mentor” I deliver keynote speeches and publish a long-running coaching newsletter.

For many years I was on the faculty of The School of Coaching, where I trained coaches and managers in coaching skills, and was an associate with The Centre for Creative Leadership where I worked on their leadership development programmes. I have also been an academic, a software developer, a management consultant with the PA Consulting Group, and a psychotherapist.

Coaching Approach

I bring a deep understanding of individual change and releasing leadership potential to my coaching practice. This approach is positive and solution-focused, helping leaders and teams be successful now and build the skills and capacities to be more successful in future. I facilitate personal and professional growth, improving current performance and the ability to manage change, and help overcome the internal dynamics that can sabotage change. I enable clients to develop greater self-awareness and accountability, improve their communication impact, work with complexity and ambiguity, take a systemic perspective, and build more productive working relationships.

Some Current/Recent Clients

I have coached and mentored board directors, executives and professional staff across a range of industry sectors, nationalities and cultures. My clients have included the NHS, PwC, HSBC, Greater London Authority, Leadership Foundation for Higher Education, RBS, Cisco, M&S Bank, Limerick Institute of Technology, Birmingham City Council, Newton Europe, London Metropolitan University, Oracle, Royal Town Planning Institute, Department of Health, and Deutsche Bank.

Professional Qualifications and Affiliations

I am accredited both as an Executive Coach and as a Coaching Supervisor by the Association for Professional Executive Coaching and Supervision (APECS). I am a Certified Management Consultant and a Fellow of the RSA. I have a Certificate of Professional Development in Executive Coaching, a Certificate in Coaching Supervision, and a Diploma in Psychosynthesis Counseling. I am an Honorary Lecturer with the Centre for Forensic and Criminological Psychology at the University of Birmingham. I have also undergone rigorous selection procedures to be on coaching lists with HSBC, the NHS Leadership Academy, and the Leadership Foundation for Higher Education.

I have a Bachelors degree in Mechanical Engineering, a Masters degree in Systems Engineering and a Doctorate awarded for research into Artificial Intelligence.

I am certified to use a variety of psychometric and other instruments including: Leadership Development Framework, Cultural Transformation Tools, Myers Briggs Type Inventory, Firo-B (Interpersonal Needs), Californian Psychological Inventory, Conflict Dynamics Profile, Matrix 360 (Negotiation), and Benchmarks 360.