

Kim Foster

I am an experienced, coach and trainer with an extensive background running management and leadership programmes. I work with leadership teams within organisations to develop their mindset and capability, before working to develop the culture across the organisation. I am passionate about new and innovative ways of working, always pushing for results and ROI.



Background

I started out in retail working my way up through the “HR” ranks, specialising in talent, development and engagement. In 2016 I transitioned across in to consulting as People & Change Director. Having worked across many organisations in a number of sectors, and with a vast range of leaders with different goals, behaviours and ways of working, I believe that people and their engagement is fundamental to the success of any organisation.

Style

I am told I have a warm and approachable style, bringing energy, experience and commitment to any projects I undertake. I pride myself on high quality, thought provoking and credible delivery, creating an environment where challenge and support are equally balanced. As someone who works and interacts with a variety of people, I know the importance of communication, collaboration and engagement in the workplace and I enable others to be their best and recognise the power of a people focused culture.

Qualifications

- ✓ Accredited coach with the International Coaching Federation
- ✓ Post graduate certificate in Business & Personal coaching
- ✓ SDI 2.0 accredited practitioner
- ✓ Voiceprint accredited practitioner
- ✓ Member of National Council of Psychotherapists
- ✓ Postgraduate diploma in HR Management
- ✓ Member of Chartered institute of personnel and development

My Experience

Leadership Development	I have designed and delivered many leadership and management development programmes. Most recent examples include:- ✓ Worked in partnership with CA technology to roll out a development programme to their EMEA sales leaders. This was 6 modules delivered over 10 months and received exceptional feedback. ✓ Delivered a programme for the UK&I SAS Executive team, including 4 development modules, team and 121 coaching. This then developed into further 2 day modules for the rest of the organisation running on an ongoing basis covering topics such as resilience, performance mindset and coaching. ✓ Delivered a coach training programme for the NHS, enabling Leaders to use a coaching style, this is delivered across the whole organisation as part of their 21st Century Leadership programme.
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Coaching	I am an experienced coach who is passionate about behavioural change and achieving outcomes. I work with individuals to reach their full potential, helping them to look at challenges from a different angle, explore all opportunities and provoke fresh thinking and insight. Recent individuals I have worked with are: - ✓ Head of Finance within the NHS, helping them to improve their management style and impact within the organisation. ✓ CEO of a consulting organisation, working with them to manage their transition into the role and improve performance. ✓ Senior project manager in the housing sector, considering how they step up into a more strategic role and maintain a better work life balance.
Team Development	I have a passion for developing and delivering team days that really make a difference, scoping requirements through 121 interviews, designing the day and coaching the team throughout a facilitated workshop. Recent examples include: - ✓ Work with the Outcomes First Group Executive team to enable better communications and working relationships. ✓ Team facilitation for a joint venture bid team, starting their bid process by defining team purpose, principles and ways of working in order to maximise productivity, collaboration and team working throughout the bid leading to a winning bid. ✓ Facilitation and team coaching with the TUI Crystal Ski EMEA leadership team to help them improve team impact and collaboration.

What people say about me

“Kim was excellent at asking the right questions to lead me to answering my own questions, and is great at helping me address the “awkward” questions when I try to avoid them. She always sets up a relaxed environment to allow me to speak freely and confidentially – this helped me focus my thoughts to achieve my objectives. The thought processes that Kim has introduced me to has allowed me to see and think differently in situations and therefore my reaction is more approachable. She has given me the reassurance that I needed that I am not a bad manager/leader and that I can manage different people, with different personalities, with different working styles in any situation. I could always rely on Kim to give me honest feedback whether it be good or bad, for me to enhance my leadership skills and support me to climb the career ladder. All this was achieved in only a space of six months – anyone who has Kim as a coach will be privileged to work with her; I have been extremely grateful for this opportunity.” *Head of Finance, NHS*

“Thanks for the wonderful facilitation and insight you help us drive last week. I am still trying to recover from how it left me feeling and the thoughts it provoked.” *VP UK & Ireland, SAS*

“Kim brings energy and enthusiasm the minute she enters the room. I really admire her pragmatic, positive approach and her ability to find solutions in complex situations. I have worked with Kim over several years and she has always delivered to an exceptional standard, never failing to be creative along the way. She is a well-measured, resilient individual and an asset to any team.” *Digital Director, Argos*