

Debrah Maddox

I am an experienced teacher, trainer and coach with over 30 years in education and training settings. I have designed and delivered numerous training programmes over the years and worked closely with senior leaders in a range of environments to develop and enhance performance and outcomes.



Background

I served in the British Army for over 8 years as an education officer, working with soldiers and officers in a variety of leadership roles.

During this time, and then as a consultant for the Army, I worked primarily with senior military officers and diplomats from around the world, on a number of partnership initiatives. Following this, in the primary education sector, my role as Specialist Leader in Education involved supporting headteachers to improve outcomes in their schools or trusts. Most recently, I was Director of a post-graduate teacher training organisation, ensuring compliance with the Department for Education in awarding qualified teacher status.

Style

I bring a calm, thorough and pragmatic approach to my coaching. I aim to create an open and honest environment to enable my coachees to develop the knowledge, understanding and mindset to explore issues important to them in a safe, trusting relationship. Through challenge, I facilitate the opportunity to think in different ways. I like to use different tools and the outdoors in my coaching and training.

Qualifications

- ✓ BSc (Hons), Loughborough University
- ✓ PGCE, Homerton College, Cambridge University
- ✓ Teaching English as a Foreign Language, International House, London
- ✓ DfE awarded Primary English Writing Assessor
- ✓ Specialist Leader in Education
- ✓ Member of the Association of Coaching
- ✓ Diploma in Coaching

My Experience

Leadership Development	I have extensive experience leading and managing teams in different settings, including military and civilian organisations. I have a proven record of developing and implementing new approaches and policies throughout my career: ✓ Design and delivery of an outstanding year-long post-graduate Primary teacher training programme, ensuring compliance with DfE teachers' standards and criteria throughout ✓ Design and delivery of modules which included training on resilience, growth mindset, diversity and inclusion, mentoring and coaching ✓ Director of teacher training organisation and successful award of national accreditation bid
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Coaching	I am an experienced coach, creating a calm, trusting and honest relationship in which to explore thinking and understanding, and enable positive choices to be made. Most recently, people I have successfully coached: ✓ Corporate Solicitor wanting to manage a more effective work-life balance and struggling with effective prioritisation of organisational issues ✓ Prison Officer wanting to make the most effective start to a new role ✓ Media Lawyer making a career change from the legal profession to becoming a Member of Parliament
Team Development	I have run team development and team building programmes within different organisations, facilitating greater mutual support, effective communication and trust within the team. Most recently, this included workshops within an Educational Trust, to facilitate organisational changes and more effective ways of working, and team building workshops for new groups of staff. I have also designed and delivered for DHU a training programme to develop and enhance facilitation skills and manage the needs of adult learners.

What people say about me

Through my coaching with Debrah, I have gained a much better insight into the way I approach goals and challenges, which I have used in my career and personal life. My self-confidence has grown through our time together, and I am much more aware of matters where I can effect change. Debrah has a warm, patient and caring manner. Her calm guidance and ability to steer me gently back to the salient points helped me to think well and with clarity.

Media and Technology Lawyer

Throughout the time I have worked with Debs, she has demonstrated professionalism with a constant focus on improving quality of provision. She has fostered the continued growth of the partnership, through collaborative working relationships, effective communication and supportive, incisive interventions. In particular, her pastoral and emotional support, and focus on the wellbeing of her trainees and team has provided opportunities for them to grow and realise their strengths. Her warmth and humanity always shine through.

Executive Principal, Educational Trust