

Paul Dowding Coaching Profile

delivering **high performance**



“There are many different ways to enable people to develop and grow... I employ a range of different coaching approaches all based on the needs of the person I’m working with.”

Paul Dowding’s straightforward, insightful, professional approach developed over the past 18 years enables senior executives, managers and staff to become the best they can be.

Paul has a powerful ability to pinpoint unfulfilled potential, blocks to performance and change possibilities. His commercial background as a director of a very fast growing, dynamic, creative listed company makes him a highly effective catalyst for sustainable, performance improvement. Paul provides an engaging, human approach for individuals to address personal and business challenges and unlock their potential.

Paul’s confident, honest approach means that clients feel able to fully explore and calibrate their motivations, thinking, strategies and interpersonal relationships. His strong and approachable manner combines with a fine understanding of human behaviour and psychology to ensure a lasting impact on individual effectiveness.

Suitability for the assignment:

Background:

Board Director of a creative marketing agency which grew to be the second largest in the UK in the space of 6 years. Paul resumed his career as a trainer and coach when the company floated on the stock market. Paul has run Paul Dowding Training Ltd for 20 years and the company has grown year on year throughout that time.

Experience:

Coaching assignments have taken Paul all over the UK and the world with a wide range of client companies such as A-Gas International, Atradius, Experian, France Telecom, Fraser-Nash, GKN Aerospace, Orange, Unibet and many others

Specialisms:

Commercial, strategic and interpersonal personal development, Career enhancement and development, personal confidence and assertiveness, communication and impact, leadership and impact, personal motivation, adapting to new circumstances, leading in times of high pressure, adjusting personal styles of management and leadership, leading a successful business to new heights, relationships and interpersonal skills, working more effectively in team environments and many others.

Coaching experience:

- Over 18 years of coaching experience
- Over 2,500 hours of one to one Coaching
- Over 50 blue chip and SME clients



“Coaching then provides support for individuals to define their own solutions by looking at the issues from every perspective and then providing the support for them to make great choices about the future...”

Current assignments:

A-Gas International (2008 – current)

A-GAS[®]

Oil and Gas Sector – Global Industrial gases business supplying refrigerants and other gases to 10 countries worldwide

Coaching programme for; CEO, CFO, Global Commercial and Business Development Director, Country MDs, middle managers and staff.

One to one coaching (key strands)

- Career development and enhancement
- Interpersonal communication
- Personal impact and development
- Successful personal behaviours and strategies
- Communication abilities
- Style and personal awareness
- Greater transparency and motivation
- Leadership style and impact
- Trust and openness amongst the peer group
- Managing in times of change

Board Coaching (key strands)

- Generating a more dynamic culture amongst board members
- Becoming more demanding of results from the business in a leadership style that generates action and loyalty
- Identifying and implementing behavioural changes to provide a powerful role-model for the business
- Defining and implementing a strategy for more direct and impactful communication between board members

Staff Coaching (key strands)

- Career development
- Fast track development
- Interpersonal skills
- Enhancing your role
- Delivering excellence
- Overcoming shortcomings



“Experience tells me that the most powerful interventions I can make catalyse thinking, add new ideas where necessary and help define new behaviours, attitudes and approaches. Then the work of making the change happen in practice really begins...”

Atradius (2014 – current)

Insurance sector: The Atradius Group provides trade credit insurance, surety and collections services worldwide and has a presence through 160 offices in 45 countries



Coaching programme for; CEO UK, Commercial Director UK, UK Board directors, Senior management team (UK).

One to one coaching (key strands)

- Leadership style and impact
- Personal awareness and interaction
- Enabling strategies for managing work and life barriers
- Managing emotions and tempering communication styles
- Creating a culture of openness and honesty
- Driving results while maintaining commitment and motivation in others

Staff Coaching (key strands)

- Developing more effective trust relationships
- Improving personal impact on others
- Overcoming personal weakness and interpersonal skills gaps
- Being more proactive and effective

Other Current/Recent Coaching assignments:

Coaching 50 Senior Executives undertaking a major culture and leadership change programme in the UK and US.

Client: Vice Presidents, Directors and Senior Managers, Experian.

Team member coaching enabling individuals to become even more effective in their roles and as team members.

Client: Managers and team members Frazer-Nash Consultancy

Graduate intake coaching enabling new recruits to develop strategies and approaches which would enable them to thrive in the aerospace environment as fast-track graduates.

Client: GKN Aerospace

Coaching the newly appointed MD as he transitioned into the role and addressed a change agenda within the board team.

Client: Managing Director, Sundeala UK

committed to **experience**

“Right from the outset my career has been based in helping individuals find success in their lives at work. One to one coaching has always been a big part of that.”

Career

- **1998 to the present Paul Dowding Training Ltd.**
MD / Senior Trainer / Facilitator / Coach
- **1992 –1998 Colleagues Direct Marketing**
Client Services Director responsible for large client development. Second largest marketing agency in the UK.
- **1988 – 1991 Self Employed Consultant and Trainer**
 - University of the West of England 1988 - 1991
University Business Dept Lecturer and Trainer
 - City and Guilds of London Institute 1988-1990
 - Verifier & Moderator for NVQ T&D awards
 - **Certificate in Counselling Skills (CGLI)**
 - NVQ in Learning and Development (CGLI 3)
 - Staff Assessors Award (CGLI 9292)
- **1986 – 1988 Newton Training, Bath, Avon**
Training & Development Manager
YTS scheme training and developing disadvantaged young people.

Coaching Clients



Aardman Animations ● Astellas Pharma ● Atradius ● Dartington Hall Trust ● J. Walter Thompson UK / Asiatic ● GKN Aerospace ● Grayling Public Relations ● John Laing ● Joshua Agency ● NCFE ● Schumacher College and many others

UK ● Europe ● Middle East ● USA ● Africa ● Australia

Other successes and contact details

inspiring **confidence**



“The values that I try to espouse in my business life are; trust openness, honesty, and integrity. I believe my training and coaching style is honest, open, creative, engaging, challenging and enjoyable...”

Other successes:

Founder / Chair of Trustees of Alive & Well

a new charity working in Africa (Sierra Leone) to provide safe water to the most impoverished and forgotten communities on the planet by providing equipment and knowledge to drill wells, training local crews and providing the equipment to create a sustainable process.



I led the initial expedition to Sierra Leone and repeated expeditions since. I believe that in order to be an effective leadership trainer and coach you have to live your leadership each day. You have to be the leader that you seek to help others develop in themselves.

Our initial expedition to SL’s mission was to drill safe drinking water wells for some of the poorest communities on the planet. We trained a local crew – the most interesting training assignment of my career! The crew now drill free wells (we pay the costs and their wages each month from the UK) for communities in the region. We have changed 15,000 people’s lives so far in 4 seasons with 60 wells drilled. The Ebola outbreak posed serious leadership challenges.

Alive & Well (www.alivewell.org.uk) is my leadership in action in a different ,very demanding context.

Founder and festival director of a bi-annual music festival catering for 1000+ people camping over 3 days. This will be our 20th year.

My three fine sons – Sam (30) Environmental Consultant (Dubai), Max (25) Film-maker, Luke (22) Arboriculturalist and Tree Surgeon. I live with my wife of 32 years in Somerset, South West England, UK.

Contact Details:

Paul Dowding
Paul Dowding Training Ltd
Meadow’s Edge
High Street
Stoney Stratton
Somerset
BA4 6DY

t: +44 (0)1749831500
m: 07887541968
e: paul@dowding.co.uk

www.dowding.co.uk