

Paul Dowding Coaching Profile

delivering **high performance**



“I enjoy the challenge of new people, new learning and new business. Helping leaders and managers to become exceptional is what really motivates me.”

Paul Dowding’s straightforward, insightful, professional approach enables senior executives and managers 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 a commercially savvy, 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 went back to his primary career as a trainer and coach when the company became a Plc. Paul has run Paul Dowding Training Ltd for 18 years and the company has grown year on year throughout that time. Paul has worked with five Housing associations over the years delivering management development, leadership and coaching programmes.

Experience:

Coaching assignments have taken Paul all over Europe with companies such as Atradius, Experian, France Telecom, Unibet to the US with Experian and A-Gas, the Middle East Australia and sub-Saharan Africa.

Specialisms:

Developing senior team dynamics, commercial and strategic 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 style of management and leadership, leading a successful business to new heights, relationships and interpersonal skills.

Coaching experience:

- Over 18 years of coaching experience
- Over 2,000 hours of face to face Executive Coaching
- Over 50 blue chip and SME clients

“Coaching provides support for individuals to define their own solutions by looking at the issues from every perspective... and the support to exercise great judgement...”

Current assignments:

A-GAS[®]

A-Gas (2008 – current)

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 (8).

One to one coaching (key strands)

- Interpersonal communication
- Leadership style and impact
- Communication with key officers
- Style and personal awareness
- Greater transparency and motivation
- Trust and openness amongst the peer group
- Developing practical strategies for driving change and improvement through people

Strategic support

- Identifying the blocks and barriers that current leadership styles create
- Developing a realistic 360 degree view of the business performance
- Undertaking a clear assessment of resource and profit potential across the business

Change Initiative support

- Pre-preparation and planning a business wide change initiative
- Creating a personal plan to lead the change initiative (Country MDs)
- One to one coaching in support of the change

Board culture

- 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

The coaching programme has adapted and changed as the needs of individuals has developed and changed. Paul has worked with A-Gas senior team for over 10 years

improving **performance**

“I use a range of interventions when coaching, based on qualifications and developed over years of practical experience...”

Atradius (2012 – 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
- Managing personal life issues in a work context
- 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

Strategic support

- Defining key strategic markers for the UK business
- Creating a strategic plan for UK One and subsidiaries

Other 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.

Coaching the newly appointed MD highly dynamic FTSE 100 Company as he transitioned into the role and addressed a change agenda within the board team.

Client: Managing Director, Homeserve UK & PLC

Senior management, Board and MD coaching enabling the early stages of the exit strategy and the transition to the new management structure.

Client: MD and board members, London Advertising Agency

based on practical **experience**

“Coaching enables people. Enable them to grow, think, assess, decide, act and take control. The results are always unique and extraordinary.”



- **1998 to the present Paul Dowding Training**
Managing Director and Senior Trainer / Facilitator / Coach
- **1992 –1998 Colleagues Direct Marketing**
Board Director responsible for key accounts and business development.
- **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
Trainer, Local Verifier and Assessor: Training and Development NVQs
- **1986 – 1988 Newton Training, Bath, Avon**
Training & Development Manager
- **Current: Member: EMCC (European Mentoring and Coaching Council)**

Client list



Aardman Animations • A-Gas • Astellas Pharma • Atradius • BAT • BP • Clear Channel • Cranfield Management College • Dartington Hall Trust • Experian • J. Walter Thompson UK / Asiatic • John Laing • Joshua Agency • NCFE • Schumacher College • Sony • Teleperformance • Unibet • Veale Wasborough Lawyers • Westward Group • WWAV Rapp Collins • Xerox • and many others

UK • Europe • Middle East • USA • Africa • Australia

Next steps

Once you are satisfied that Paul's experience and background are appropriate for your needs, the next stage is always to establish if there is a good rapport between you and the coach.

We suggest a telephone conversation in the first instance to discuss your requirements.

We are of course very happy to provide current coachee references (written or telephone) if required.



from personal **experience**



“A combination of catalytic intervention, challenge, insight and honesty is how I would describe my coaching style... When to deploy them is based on experience.”

Other achievements:

Founder / Chair of Trustees of Alive & Well

a 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 lead 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 14th year.

Father of three fine sons – Sam (28) Environmental Consultant (Dubai), Max (24) Film-maker, Luke (20) Arboriculturalist and Tree Surgeon. I live with my wife of 30 years in Somerset, South West England, UK.

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