

Coaching the System: Leaders, Teams, Organisations and the Environment

Friday 14 October 2022

Speaker profiles



Lucy Widdowson

Lead Tutor on the Professional Certificate in Team, Board and Systemic Coaching at Henley Business School

In addition to being an accredited coach and team coach, Lucy Widdowson is Director of Performance Edge Partners Ltd and a global thought leader on team coaching. During a 30-year corporate career, Lucy worked at board level as an HR director and led award-winning teams.

Lucy has developed a unique team coaching framework, 'Creating the Team Edge', which has been proven to accelerate team performance.

A graduate of the Henley MSc in Coaching & Behavioural Change, Lucy has also been a key contributor to International Coach Federation (ICF) global research on team coaching competences. Her book *Building Top Performing Teams: How to Develop Your Employees for Business Success*, co-authored with Paul J Barbour, was published in January 2021.



Rajwant Bains

Master Accredited Coach with APECS and a Henley alumna

Rajwant is a Master Accredited Coach with APECS and a Henley alumna. She was part of the first MSc cohort and awarded an outstanding research prize. In 2016, she joined the faculty as Academic Supervisor on the MSc programme.

Rajwant set up her consultancy business over 20 years ago, having had senior leadership roles in local government and a successful career in academia.

Her experience as Course Director and a member of the pioneering Race and Social Policy Unit at the University of Liverpool, means that equity, diversity and inclusion are embedded and integrated in all aspects of her work – from strategic leadership programmes to coaching for senior leaders across a range of sectors, including leading Russell Group universities and global philanthropy.



Professor Kevin Money

Director of Henley's John Madejski Centre for Reputation

Professor Kevin Money is a chartered psychologist and Director of Henley's John Madejski Centre for Reputation. Kevin teaches on the MBA programme and Henley's flagship Advanced Management Programme in the areas of reputation, responsibility, teams and leadership.

Kevin is also Director of the Positive Psychology Forum – an organisation that applies advances in psychology to help individuals and organisations improve their performance through a process of reflection on success and failure. Interventions include high-performance coaching, organisational and personal 360-degree feedback, and behavioural mapping.



John Whittington

Founder of Coaching Constellations

John is the author of *Systemic Coaching and Constellations: The Principles, Practices and Application for Individuals, Teams and Groups*. He is also the founder of Coaching Constellations, the international systemic coach training provider.



Charly Cox

Founder of Climate Change Coaches

Charly Cox is the Founder of Climate Change Coaches, a busy practice delivering training and coaching programmes to equip people and organisations to use coaching skills to overcome powerlessness, connect better to each other, and drive forward action on climate change. She is an ICF Professional Certified Coach and, in 2021, was the recipient of the Coaching at Work Editor's Award for Contributions to Climate Coaching. She is also one of the first professional coaches to use the term 'climate change coach'.



Professor Jonathan Passmore

Chartered psychologist & Professor of Coaching and Behavioural Change at Henley Business School

Jonathan is a chartered psychologist with five degrees, including an MBA and a doctorate in occupational psychology, as well as a postgraduate certificate in coaching and two professional qualifications.

His doctoral thesis was on coaching relationships and behaviours. His research interests cover coaching supervision and ethics, coaching neuroscience, coach impact evaluation and coaching competences.

He has published coaching technical reports, such as *The State of Play in Coaching and Future Trends*, and over 100 scientific papers and book chapters. He has presented over 250 conference

papers and edited and written 30 books, including *Appreciative Inquiry for Change Management* (2014), *Top Business Psychology Model* (2012), *Excellence in Coaching 4th ed* (2021), *Becoming a Coach: The Definitive ICF Guide* (2021), *The Coaches' Handbook* (2021) and *Third Wave Cognitive Behavioural Coaching* (2022).



Paul J Barbour

Lead Tutor on the Professional Certificate in Team, Board and Systemic Coaching at Henley Business School

Paul J Barbour is an executive and team coach. Paul's interest in the psychology of teams began during a successful 20-year career as a senior leader in Kerry Group PLC, one of the world's largest food and ingredients businesses.

An award-winning student on the Henley MSc in Coaching & Behavioural Change, Paul was also awarded 'Best Newcomer' to Personal Construct Psychology at the 14th Biennial European Personal Construct Association Conference.

Paul is a writer and speaker with strong interests in conflict resolution, human needs and team coaching. His book *Building Top Performing Teams: How to Develop Your Employees for Business Success*, co-authored with Lucy Widdowson, was published in January 2021.



Charmaine Roche

Director of LifeFlowBalance Coaching and Consulting Ltd

Charmaine has been working as a coach for over 20 years. She is an Accredited Executive Coach, a coach supervisor, coach training facilitator and consultant. She is also a PhD researcher specialising in the ethics of coaching for social change in oppressive contexts. She is the Director of LifeFlowBalance Coaching and Consulting Ltd and the joint author of *Racial Justice, Equity and Belonging in Coaching* (Henley Centre for Coaching).



Dr Melvin Smith

Faculty Director of Executive Education at Weatherhead School of Management (Ohio, USA).

Dr Melvin Smith is a Professor in the Department of Organizational Behavior and Faculty Director of Executive Education at Weatherhead School of Management (Ohio, USA). His research and teaching focus on leadership and emotional intelligence in the workplace, as well as the development and use of human and social capital in organisations through executive coaching. He is co-author of *Helping People Change: Coaching with Compassion for Lifelong Learning and Growth* (Harvard Business Review Press).



Jeannette Marshall

Association for Coaching (AC)
Director of Accreditation

Jeannette is the Association for Coaching (AC) Director of Accreditation and oversees all the accreditation schemes for coaches, supervisors and coach training providers. She is responsible for designing and delivering the schemes, training

assessors and supporting AC members and organisations through the accreditation process. As an experienced AC Accredited Master Executive Coach, she has coached individuals and teams, ranging from first line managers to C-suite and across a variety of industry sectors.

She is passionate about crafting training and coaching programmes that bring about measurable changes in organisations.



Dr Julie Haddock Millar

Associate Professor of Human Resource Management and Development

Julie is an Associate Professor of Human Resource Management and Development at Middlesex University Business School, and a Visiting Professor at the International University of Monaco. She is the EMCC Global Work Group Lead for the International Standards in Mentoring and Coaching Programmes and works with organisations across the globe to design, develop and evaluate mentoring and coaching programmes. Julie is an EMCC Global IPMA Master Practitioner, EIA Master Practitioner and ITCA Practitioner.

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The Henley Centre for Coaching Team

Henley Business School
Greenlands
Henley-on-Thames
Oxfordshire
RG9 3AU
United Kingdom

coaching@henley.ac.uk

henley.ac.uk/coachingcentre

[HenleyBusinessSchool](https://www.facebook.com/HenleyBusinessSchool)

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[Executive Education at Henley Business School](https://www.linkedin.com/company/Executive-Education-at-Henley-Business-School)

