

## Marcia Granger MCC, Ma, Ba Hons

I work with leaders and their teams with full attention to their business environment, providing space for them to explore how they can develop their impact, presence and authenticity as leaders, while advising them on practical strategies for change based on their personal strengths. I take an adaptable rather than a formulaic approach to my work; I love the flexibility of responding what comes up, providing support and challenge where it is most valuable, and where it helps, inviting humour into the process.

### Experience:

Marcia has coached at executive, senior management and board level in the private and public sector and designed and delivered large scale programmes in leadership development, emotional intelligence and coaching skills in the UK and the Caribbean. She has also facilitated strategic meetings, development away days and equality and diversity sessions. Her approach is a 'whole systems' one, across work, life and strategic development issues and seeing the individual in their team and organisational context.

In a varied career spanning the arts, educational and organisational development, she has established herself as a successful coach, written a Leadership Toolkit endorsed by the ILM and written a number of Personal Development Guides.

### Examples of coaching interventions:

Directors: Supporting newly appointed Assistant Directors to fit into the organisation, to develop excellent relationships with their teams and bring clarity around the organisations mission and direction in a change management programme.

Senior management team: Helping them reenergise, refocus and move from mediocrity back to high performance in a College where there had been a significant breakdown in relationships and restructuring.

Senior Executive: Helping a senior executive "at risk", due to his inability to make decisions to develop strategies for dealing with his own indecisiveness and procrastination.

### Professional Expertise:

Marcia specialises in developing the leadership potential and talents of professionals, small business owners, senior executives and leadership teams, helping them meet their business objectives through a powerful combination of personal development and influencing strategies, most notably Solutions Focus and AI.

Since 2004, Marcia has been applying her knowledge in her leadership consulting work with a range of top-level businessmen and women in the private and public sector. She specialises in helping leaders develop the people skills, charisma and presence they need, to play higher profile roles within their organisation.

### Other areas of training and development:

Entrepreneurship;  
Executive coaching;  
Transformational leadership;  
Management  
Emotional Intelligence;  
Equality and Diversity

### Client Sectors:

Universities;  
Colleges, schools;  
Telecommunications;  
Media;  
Public sector

### Education, Qualifications, Professional Positions:

Governor at West Thames College;  
MCC (Master Certified Coach) at International Coach Federation;  
Diploma Leadership and

<p>Marcia brings to her coaching and training relationships significant insight into a range of business environments along with a clear understanding of the importance of maximising the positive aspects of transition, both personal and organisational. Marcia is a fully trained and experienced coach and has worked with medium and short term coaching for a number of years. She trained at the Institute of Education, University of London and was later involved in coaching lecturers and business owners. She lives in London with her family. She is fluent in French, Spanish and understands Japanese.</p>	<p>Management CIPD; Accredited TMSDI (Psychometrics); PGCE Post Graduate Certificate in Education; MA Translation – University of Paris VIII; BA Hons International Law with Languages – University of Paris, Sorbonne</p>
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