



JOHN JOHNSTONE

Executive Coach: LLb, DPLP, MBA, MSc
Change, Dip Exec Coaching, AOEC Master
Practitioner (Pending), Dip Gestalt
Psychotherapy, FCIPD, MAC

OVERVIEW

John's interest in coaching first emerged in 1998 during his coach training by Sir John Whitmore and David Hemery OBE. As HR Director of Standard Life UK, John won awards for coaching senior executive colleagues, high potential marketeers, actuaries and emerging leaders.

CONTACT

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BACKGROUND

20 Plus years coaching senior executives & professional leaders in their fields

Originally a corporate Lawyer (Edinburgh & City of London)

15 years as a Human Resources leader in the NHS, and as HR Director in a FTSE 100 plc

10 years as organisation change & leadership development consultant working in UK, US, Canada, Europe Middle East.

John's coaching is informed by 4 main sources

- Substantial direct personal experience as a business leader
- Heavyweight business, leadership and systemic change education & training
- Significant and robust psychological training and experience
- Front line experience of consulting to business leaders and professionals who are grappling with the challenges of leading system wide change whilst delivering day-to-day services.

John gets to the heart of what really matters. He coaches business leaders at depth. He helps leaders with their 'inner game' and how to intervene in ways that address the real challenges they are confronting. Clients describe John as "warm", "powerful" "challenging" and "hugely supportive".

John has coached senior executives in Scotland, London, USA, Canada, Dubai and Germany in clients that include Wood Group plc, Scottish Government, Universities of Glasgow & Edinburgh, the NHS, MoD, FMC Technologies, Standard Life Plc, Aegon plc, Lloyds Banking Group, Rolls Royce Plc, Vodaphone and Deutsche Bank plc. To simplify his life and reduce his air-miles, John returned to Scotland in 2019 and has been coaching NHS keyworkers throughout the pandemic.

John is on the NHS Approved Coaching and Civil Service Coaching registers. He is a sought-after coach for senior executives.

WORKING WITH JOHN

Combining extensive experience as a hands-on business leader catalysing individual and organisation growth and change in fast-paced commercial settings, John brings a unique blend of experience, knowledge and expertise to bear on behalf of his consulting and coaching clients. John builds high trust relationships and listens deeply to what's important to you: you set the agenda. As a picture emerges, John offers questions, feedback, insights and new frames to deepen your understanding expand your range of choices and get clear where you stand so you can move forward decisively and with impact. The skills that got you to your current level often won't set you up for success in the next phase so John aims to help you gain insights into your own beliefs, emotions and behaviours and how these may help or constrain you. You can thus develop personal mastery and grow beyond self-limiting patterns.

He goes beyond 'talking about' things by using creative ways that can achieve real shifts in your ability to think and act differently while facing into your real-world challenges (constant change, pressure, limited resources...). John's style is relaxed and warm - he believes in building genuine relationships: he works with you – not on you. He is a sought-after coach for senior executives, high potentials and ordinary people living extraordinary lives.

REPRESENTATIVE COACHING ASSIGNMENTS

Examples of coaching assignments undertaken with senior executives are:

- CEO of an NHS institution, supporting his appointment to his first Chief Executive post and helping him to build & socialise his agenda for change in year 1 of this high-profile national appointment.
- Executive Clinical NHS Leader grappling with entrenched, and often toxic, conflict with Health Board. Enabling him to connect deeply with himself, actively manage his wellbeing, think clearly and strategically about the systemic, policy and interpersonal dimensions, and make informed choices to lean into 'healthy' dimensions of conflict.
- Director in a Scottish Public Health Institution, having worked with this client prior to his successful application for promotion I provided a space for him to make sense of establishing his new organisation as a separate legal entity, orienting to a new CEO, and creating an entirely new organisation structure whilst himself being at risk of redundancy on 3 separate occasions within 18 months.
- Head of the Army in Scotland, on how best to maximise his impact on the talent, culture & performance of the Army in Scotland during his 3-year tour of duty.
- HR Director in a Scottish Russell Group University enabling her to gain promotion to the top team, then supporting her to refocus and 'raise her game' once in post.
- Chief Operating Officer for one of the world's leading asset management institutions enabling him to balance his life and build greater engagement in his function.
- Managing Partner of a boutique accountancy firm for the 'super rich', enabling him to build his resilience and successfully navigate entrenched conflict amongst his peers.
- Global Ops Director for a leading European Bank building resilience and assertiveness in leading change in the face of competing priorities of powerful stakeholders.
- Heads of School in a leading Scottish University supporting them to embed organisation and culture change, challenge and support academic colleagues, and take up their own leadership to deliver challenging academic and commercial targets.

AREAS COACHED ON

- Leading through complexity
- Embed organisational and culture change
- Support to stay assertive and confident during change
- Personal and Professional authenticity and authority
- Build resilience
- Work life balance support
- Help with leadership style
- Stepping up as a leader
- New leadership role support
- Career development
- Reflecting on Board versus executive roles

REPRESENTATIVE CLIENTS

- NHS
- Wood Group Plc
- Scottish Government
- University of Glasgow
- Ministry of Defence
- FMC Technologies
- Aegon
- Rolls Royce
- Lloyds Banking Group

EDUCATION AND QUALIFICATIONS

- Executive Coaching Master Practitioner (pending), Academy of Executive Coaching
- Advanced Diploma in Executive Coaching (double merit), AOEC
- Diploma in Gestalt Psychotherapy, Edinburgh Gestalt Institute
- Certificate in Gestalt Coaching Skills, AOEC
- MSc in Change Agent Skills & Strategies (with merit), University of Surrey
- Master of Business Administration MBA, Strathclyde Graduate Business School
- LLB Honours (upper second), University of Edinburgh
- Diploma in Legal Practice, University of Edinburgh

PROFESSIONAL AFFILIATIONS

- Accredited Executive Coach, 2007, Academy of Executive Coaching
- Member (MAC) of the Association for Coaching
- (Former) Fellow of Chartered Institute of Personnel & Development
- (Former) Solicitor, The Law Society of Scotland: Solicitor, The Law Society (England)

PSYCHOMETRICS & DIAGNOSTIC TOOLS

- Myers Briggs Type Indicator (MBTI)
- Hogan
- Gallup StrengthsFinder
- FIRO B
- BarOn EQ

TESTIMONIALS

"John strikes exactly the right balance of challenge and support. You are encouraged and supported to work far enough outside your comfort zone to gain most benefit. Sessions are well judged and the feedback is very well observed and pragmatic, really supporting growth." (Director, NHS Board)

"John's breadth of experience in senior positions across health care and private sector provides him with a depth of organisational understanding that is exceptional" (CEO, NHS Hospital)

"John asks 'heart of the matter' questions. His way of working can really change the game." (Finance Director, Financial Services Plc)

"John is prepared to tackle real issues and talk through strategies for dealing with them. He is more than an executive coach; he brings his senior business experience too". (CEO, Scottish Public Body)

"The real help is the visceral thing, using my 5 senses consciously as a way to reframe my assumptions about what's happening and feel inside me a difference in response to that. This is helping me believe I have got more personal power - I am really pleased about that, excited even." (CEO, Public Complaints Commission)

"John encouraged me to stretch my thinking and to extend my horizon beyond my current role to my next role. It was the most beneficial coaching experience of my career." (Head of School, Russel Group University)

"Coaching isn't a walk in the park, it is challenging, stretching and most importantly effective. I have no hesitation in recommending John to you most highly." (Head of School, Russel Group University)

COACHING METHODS

John is able to provide virtual, telephone and face to face support. He is experienced at delivering coaching via Microsoft Teams, Zoom and proprietary digital coaching platforms and is easily able to adapt to using any other platform that clients wish to use. The pandemic has given John the opportunity to use on-line platforms for his coaching which he has found (to his surprise) extremely effective.