

# EXECUTIVE COACH BIO

## Mark Bateman

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### Overview

Mark has extensive experience working with senior leaders and managers in order to facilitate transformational change. He is credible, engaging and results focussed. Combining a thorough understanding of psychological and behavioural theories, powerful insight, and a proven understanding of commercial pressures, Mark facilitates improved leadership performance and achievement of challenging objectives.



### Qualifications & Milestones

- Effective Executive Coaching at CEO, board and senior management levels in a range of contexts and sizes with proven results.
- Started, developed and sold own successful consulting firm delivering technically complex projects (largest £350m), along with 24/7 services in high pressure environments with stringent service level agreements.
- Proven track record working within a range of organisations including FTSE100s (HBOS, BT, Swiss Re, Barclays, Nortel, Utilities), and public sector bodies including central government (DWP, RPA), local government, NHS and the MOD.
- Highly qualified:
  - Masters in Leadership Coaching & Mentoring
  - Post Grad Cert: Business Coaching & Mentoring
  - Post Grad Cert: Human Psychology
  - BSc (Hons) Computer Science
- Diagnostic/Psychometric Tools (Level A&B): Over 150 including ILM72 (Leadership), MBTI/JTI, ENGAGE, GWCTA, EQi, 360 etc.
- Uses an integrative coaching approach (trans theoretical model comprising cognitive behavioural, transactional analysis, humanistic/person centred, psychodynamic, positive psychology and solution-orientated theories), within the context of organisational change and development.

### Coaching Style

Mark quickly gains crystal clear clarity on personal and organisational objectives, and the barriers to achieving them. Resulting coaching sessions are focussed on developing improved thinking and behaviours to overcome these barriers. He works with clients to find their own solutions using an 'ask not tell' style, and focuses on raising awareness, leadership styles, people management, strategic planning and successful execution.

Mark's commercial experience means he is empathetic and understanding of the pressures and complexities faced. He holds his clients accountable for desired change utilising the right mix of challenge, support and humour. Mark's approach is underpinned by a wealth of practically applied, relevant, organisational, psychological, and leadership research. Throughout the coaching process clients gain powerful new insights about self and others, practical and relevant strategies to deal with issues and more effective thinking. The result is significantly improved outcomes.

Mark has successfully affected the culture and atmosphere in organisations and enabled leaders and managers to bring about effective change.

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## Coaching Themes & Process

Typical high-level coaching goals include how to:

- Gain wide spread adoption of vision/strategy
- Bring about transformational change
- Develop strategic leadership ability
- Increase the ability to influence at senior levels (board, customers, stakeholders)
- To develop conflict management skills
- Effectively prioritise time
- Successfully delegate and empower others
- Accelerate the team's development, and gain widespread employee engagement
- Deliver objectives whilst reducing stress/anxiety and improving work/life balance
- Restore direction, confidence, passion or purpose
- Facilitate personal changes

Each session is focussed on achieving agreed goals. At the end of each session key themes are summarised and actions agreed. Progress is monitored and evaluated regularly to ensure goals are met.

The result is a more strategic, self aware, effective leader, better equipped to set direction, gain engagement and deliver objectives.

## Testimonials

*As a previous CEO Mark has excellent knowledge of the practical issues faced in improving performance and efficiency. He carries great credibility and empathy into his discussions that enable him to quickly deliver results. Highly intuitive and skilled, his coaching style focuses on what is needed in order to progress. Mark has coached me personally, our board, and our senior managers. It has been a life changing process, and had a hugely positive impact on the business. I highly recommend him to you.*

**Ian Kershaw, UK Managing Director, Amica Group**

*Mark brought a wide spectrum of skills and experience into the role, demonstrating exceptional listening skills, supporting very real and appropriate challenge to both my working and personal beliefs and behaviours, which have impacted both my leadership/management styles, and self-belief. I would not hesitate to recommend his approach as a high performing executive coach.*

**Barbara Baker, Manchester Director, Nuffield Health**

*Very well schooled, intuitive and relaxed; the sessions are pacey, provoking and stretching. Progress comes quickly and you will soon relish the change. Those around you will notice and your business moves to a higher level. Have an open mind and be prepared to surprise yourself.*

**Paul Bevan, Partner, Mazars LLP**

