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Welcome to our coaching faculty

We help you take a strategic approach to who needs coaching, why, what sort and how much of it

As part of the Apana approach I can help you to match the right coach to the individual, their team and their goals and personality. **Linda Doe, MD and Principal**

Individuals can feel overwhelmed by choice and end up choosing someone they feel initial rapport with; however, this may not meet their coaching needs as the relationship progresses.

We can help you make good choices and matches, which we know from research is critical in coaching effectiveness. We coach face-to-face and online, individuals and their teams, depending on the depth and nature of issues we are working with.

Apana Coaches are professionally qualified, supervised and always engaged with continued professional development (CPD). We hold an **extensive range of psychometric licenses** and accreditations.

With our diverse experience, styles and approaches we can offer **more aligned matches** for your needs.

Our specialist areas of coaching:

- Women leaders; Imposter Syndrome and confidence
- Board and senior leadership dynamics
- Maternity, paternity
- Menopause, andropause
- Dyslexia, neurodiversity
- Return to work/rehabilitation back to work
- Well-being and mental health
- Mindfulness, meditation and embodiment
- Home and flexible/hybrid working
- Career transition and change

Our Coaching Faculty – we can support your coaches

We provide supervision and training to your coaches internally. Our specialist psychology knowledge can reassure and support your coaches when they are faced with challenges in their own coaching which might take them out of their comfort zone. We can supervise individuals and provide group coaching or action learning, face-to-face and online.



LINDA DOE

MD AND PRINCIPAL

Business Psychologist, UK Peterborough/London/Glasgow

Specialist in coach matching, wellbeing coaching, home working

Introduction

Linda is a highly skilled business psychologist. She has supported individuals and teams for 20 years in competitive commercial environments, as a coach, consultant and critical friend.

Linda is MD of Apana Business Psychology and leads their coaching faculty. She works in private practice as a holistic psychologist – www.lindadoe.co.uk

Areas of Expertise

- Confidence
- Resilience
- Wellbeing for highly pressured and ambitious people
- Personality insight and people dynamics
- Return to work, work life balance, menopause, maternity, mental health

Coaching Approach

- Direct, challenging, objective and non-judgemental
- Holistic, intuitive
- Kind and Curious

Qualifications

- BPS Chartered Psychologist and Associate Fellow
- Registered Psychologist with HCPC

Psychometric Licences

- PMAI Pearson-Marr Archetype Indicator
- Motivational mapping
- Myers Briggs Step 1 & 2
- 16PF personality
- Firo B etc.

Recent Assignments

Throughout the pandemic, Linda worked with the Institute of Directors and industry leaders to deliver a series of expert webinars - on compassionate leadership, mindfulness, mental health, wellbeing and remote working.

Prior to this, Linda had just completed a succession planning project to recruit, assess and support directors/leaders into Board and senior positions for a global business. She coached individuals and teams in order to enable the confident and swift transition of key people - and to embed a practical, usable understanding of personality strengths and dynamics.

Background

Prior to establishing Apana Business Psychology, Linda completed MSc research into home working and worked with large corporates to set up flexible working schemes. She has worked as a full-time expert witness in the insurance industry, providing objective and evidence-based insight into mental health and pressure at work. Before this, she developed services and teams in the public sector, working to support disability and inclusion.

Feedback

"I couldn't recommend Linda more highly. She's real – an authentic, compassionate and honest expert in her field. Linda listens and responds to the real challenge and issue. She is not afraid to say it how it is but in an empowering way. Linda is passionate and energetic; professional and skilled."

Linda is known as a highly engaging speaker and is able to speak on various topics to teams/events, particularly on wellbeing, personality and mental health. She has a particular interest in male mental health and in women, confidence and aging.

"Linda was a delight to work with on our Women Mean Business Conference. Linda led a session on Compassion in the Workplace. Her passion for her subject came across as strong and clear and was received as one of the memorable sessions of the day." Katie Burd Event Coordinator, Westminster Insight <https://apana.co.uk/speaking/>



KATHERINE POWELL

Executive Coach, Team Coach and Supervisor, Kent
EMCC Senior Practitioner

Specialist in leadership, imposter syndrome

Introduction

Katherine is a highly experienced EMCC accredited Executive Leadership Coach, AoEC Team Coach and EMCC Supervisor with over 18 years of experience coaching senior executives, particularly women, across commercial, corporate and public sector organisations. A former senior executive herself, Katherine has first-hand experience of the challenges leaders at senior level, and women executives in particular, face.

Katherine works in a flexible manner to meet the needs of the client - and coaches every client slightly differently. She uses listening, questioning, powerful challenge, observation and feedback, and positive affirmation to support the client to understand their situation, widen their thinking, consider their options and commit to a way forward. Katherine works at a deep level exploring self-beliefs, behaviours and perceptions and their origin. She balances an emotionally-intelligent, personable approach with high challenge, honesty, support, good humour and full confidentiality. With consent, Katherine uses a range of leadership and psychological models to help client's objectivise and re-vision their leadership thinking.

Recent Assignments

Executive Coaching, team coaching and coaching supervision, organisational development and training at organisation-wide, Director, Partner, Head of, C-Suite and Board level with companies and organisations such as Sky, Pay.UK, Allsop, Whitehat, PiXL, and Tap'd Solutions as well as Local Government, Education, Social Care and Not for Profit charitable organisations.

Background

Katherine began her career in commercial learning and development supporting leaders into business. She is a qualified teacher and Executive Head Teacher having achieved 'National Leader of Education' status. Ten years ago, Katherine became a director and Vice-CEO of a charitable organisation, highlighted by the Government as being in the top 5% highest performing organisations in its field.

Feedback

'...I have to thank Katherine for her guidance, support, active listening, prodding, challenging, coaching and mentoring over the past year. When I took a new executive role, I had imposter syndrome. How was I going to be taken seriously, measure up and deliver at fast pace and with impact? Katherine was just what I needed. A gentle but strong manner – recognizing when I could be pushed and stepping back to allow me to process and reach my own 'aha' moments. I felt physically and mentally lighter....'

Areas of Expertise

- Executive Coaching, particularly women executives
- Team coaching
- Action learning
- Coaching supervision
- Leadership training/ consultancy
- 360 assessments: team & individual
- MBTI assessment

Coaching Approach

- Challenging
- Deep not shallow
- Empowering

Qualifications

- Certificate in Executive Coaching
- ICCS Diploma in Supervision (Pending 2022)
- ILM L7 in Executive Coaching
- ILM Certificate in Well-Being Coaching
- Qualifications in MBTI, NLP and Transaction Analysis
- Member of EMCC and Accredited Senior Practitioner
- Member of BPS (MBPsS) Psychology (BSc 1st Class)

Psychometric Licences

- MBTI®, 16PF
- AoEC TeamConnect 360



ROB ALLEN

London / Budapest

1-1 and Team coaching

Specialist in relationship coaching and cross-cultural working

Areas of Expertise

- Emotional Intelligence
- Team Dynamics
- Change Management

Coaching Approach

- Direct
- Commercial
- Challenging
- Relational

Qualifications

- PCC (International Coaching Federation)
- BPS (The British Psychological Society) – Psychometric Assessor
- MBA (Distinction) Manchester Business School

Psychometric Licences

- MHS EQi 2.0
- Strengthscope
- Hogan Suite.

Introduction

Rob is a highly commercial coach who melds his coaching knowledge with his extensive executive experience to ensure that his clients develop new tools, skills and abilities to grow themselves, their teams and their businesses.

Rob enjoys helping individuals and teams gain new awareness and insights into their situations and then challenging and encouraging them to make positive changes based on this new information.

Recent Assignments

Rob coached for the CBRE Executive Coaching Programme in 2020.

Coaching the CEE director of a Property Investment firm in restructuring his team and improving delegation whilst managing remotely through the pandemic.

Team coaching the leadership of a business going through a major change programme, helping them to define objectives and prioritise actions to deliver their desired outcomes.

Background

Prior to becoming a coach in 2012 Rob had a highly successful international career in management consultancy, Strategy and Project Directorships and latterly as a Chief Financial Officer. He has lived and worked in Hungary, Czechia, Russia and Japan as well as served on Boards in Slovakia, Germany, Italy and Spain. This extensive cross-cultural experience helps him develop deep and strong relationships with people from diverse backgrounds.

Feedback

I would recommend Rob to any leader looking to improve the dynamics, focus and effectiveness of their team. CEO (UK)

Working with Rob helped me to get to know myself better and to become a better and more effective leader. CEO (Hungary)



STEPHANIE MACKELLAR

Executive Leadership Coach, Business Psychologist, UK

Introduction

Steph is a highly experienced Executive Coach and qualified Business Psychologist. Over the last 20 years, she has coached a wide range of individuals: from senior leaders in corporate life to Head Teachers in challenging London schools. Steph is known for her ability to support leaders non-judgmentally with skill, humour, kindness and pragmatism - so they can grow and add real value to their business

Recent Assignments

Coaching at Executive, CEO, Head Teacher and Team Leader levels in the education sector. Executive coaching for CBRE and senior leaders across industries in the private sector.

Background

At 20, I was a professional dancer; at 30 I was running major events for a media group and by my 40s I had become a Business Psychologist, running my own business and leading a team of associate psychologists. I am also the mother of two grown up sons. I have worked with people from a wide variety organisations in the private and public sector, the Civil Service, NHS and the Education Sector as well as for Glaxo Smith Kline, BT, BP, CBRE, Merrill Lynch, Allsop to name a few.

This is what I aim for when coaching others: 'Steph has helped me face situations at work that I would have previously felt were mountains in a much more relaxed and empowered way. It has equipped me personally to be a leader of change in my organisation. It has given me an understanding of others and why they approach situations and challenges in very different ways'

Feedback

I work within very strict boundaries of confidentiality and respect for the individual and what they are facing in the moment. I meet them 'where they are at' with no preconceived ideas or judgments and if asked to describe my style I can offer some recent feedback from clients which I guess sums up how I work....

'Dear Steph, a huge thank you for your support and guidance and belief and thank you for the inspiration and endless kindness.' Senior Leader

'Steph is a skilled non-judgemental practitioner who has helped me to make better sense of the world around me using conceptual frameworks and practical techniques (tools) that I can understand and use to become a more effective manager of people adding real value to the business.' Department Lead

Areas of Expertise

- Executive Coaching
- Leader and Team coaching
- Action learning
- Leadership challenges
- Dealing with tricky situations and people
- Emotional intelligence development
- MBTI assessment

Coaching Approach

- Challenging
- Deep not shallow
- Empowering
- Kind
- Pragmatic

Qualifications

- B.Sc. Psychology
- M.Sc. Occupational Psychology

Psychometric Licences

- Psychometric qualifications – a range of tools (ability, personality, leadership, team development etc)
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KAREN WALSH

Business Psychologist, London
EMCC Senior Practitioner

Leadership coaching, Team coaching and OD consulting

Areas of Expertise

- Coaching
- Team development
- Team coaching
- Action learning
- Mid-level leaders, healthcare

Coaching Approach

- Non-judgemental
- Integrates a number of approaches
- Supports learning and growth

Qualifications

- Senior Practitioner, accredited by the European Mentoring and Coaching Council (EMCC)
- BPS (The British Psychological Society) – member of Division of Coaching Psychology & member of Division of Occupational Psychology
- ODN Europe member
- NTL Global OD Certificate

Psychometric Licences

- Myers Briggs

Introduction

Karen provides confidential spaces for deeper thinking. Spaces for clients to connect with what's important, to gain insights into themselves and others, to see the bigger picture, to identify new solutions, to learn and to progress.

Karen's coaching approach is built on the beliefs that everyone has potential and most people most days are doing their very best and that stuff gets in the way. Her training in organisational psychology, organisational development and systems thinking are integrated into her approach.

Karen is a highly experienced one-to-one coach and team coach.

Recent Assignments

With over 500 hours of coaching for over 120 clients, Karen is a trusted thinking partner. She has recent experience in coaching issues such as leadership, managing pressure, career progression, support through promotion, navigating complex change, return to work following a long-term absence.

Karen has significant experience in supporting teams

Background

Karen has over 15 years' experience working in the UK public sector in operational leadership, leadership development and organisation development. Her early career was in IT.

Feedback

"Karen was kind, understanding, non-judgemental and empathetic, she helped me with a difficult decision process which I was becoming stuck with"

"Very good at reflecting back through an objective and helpful lens"



ANNABEL POATE-JOYNER

Coaching Psychologist, UK wide, based S England
1-1 and Team coaching

Specialist in difficult people, bullying and mental health

Introduction

I am an open, warm and engaging person with a crucial sense of humour, genuine empathy and robust problem-solving skills and strategies

Annabel is a highly experienced Executive & Team Coach, Board Advisor, Executive Director, and a Charity Trustee

Annabel works with Senior Leaders & Teams to achieve their best work and life performance and to reduce stress, work overload and burnout issues

Annabel provides specialist input on mental health topics as she is a Chartered Clinical Psychologist with a prestigious career in this field

Areas of Expertise

- Managing upwards
- Team Dynamics
- Change Management
- Conflict & Dysfunction
- Mental health

Coaching Approach

- Open & Direct
- Robust with humour
- Brave & Challenging

Qualifications

- Chartered Psychologist & Associate Fellow, British Psychological Society, Divisions of Coaching Psychology, Division of Clinical Psychology.
- Registered Practitioner, HCPC
- Master Practitioner, EMCC Member of EMCC Special Interest Group in Team Coaching
- Visiting Fellow & PhD Researcher, Bournemouth University

Recent Assignments

1-1 Executive coaching of senior leaders and politicians in local government; leadership and Board advisor to public sector organisations; individual coaching and team coaching in complex and sensitive roles; Wellbeing coaching to specialist policing units and provision of in depth understanding and practical support to challenge difficult people and combat bullying

Annabel was delighted to be a guest speaker at the 2022 The Women of the Year Luncheon and Awards, discussing women and coaching.

Background

Annabel has over 15 years of individual and team coaching experience. She is a Chartered Psychologist with over 32 years of professional experience in mental health

Feedback

'Consummate professional with great insight and a robust stance.... great integrity with an open and transparent communicational style.... her abilities are a great asset to any business...determined in nature whilst allowing team inclusion'.



PETER FENNAH

Chartered Coaching Psychologist, Bedford England

1-1 and Team coaching

Specialist career transitions

Areas of Expertise

- Board & Team Dynamics
- First / last 90 days in role
- Change Management
- Career Transition
- Leadership

Coaching Approach

- Transparent & Practical
- Challenging & Integrated:
EQ, IQ, Political Q, System Q

Qualifications

- Accredited Coaching Supervisor (Ashridge & EMCC)
- Accredited Master Executive Coach (APECS & EMCC)
- Chartered Coaching Psychologist (BPS)
- Chartered Occupational Psychologist (HCPC + BPS)
- First 90 Days Certified Coach with Michael Watkins
- MSc Organizational Psychology
- MA Hons. 2:1 Psychology
- Post Grad. Diploma Organizational Supervision - Ashridge
- Post Grad. Diploma Organizational Performance Coaching
- Certificate Systemic Team Coach (AoEC)

Introduction

Peter is a Chartered Coaching Psychologist and accredited coaching supervisor. For over 20 years Peter has partnered with senior global leaders, including new-to-role CEOs, Public Sector Director Generals and military 3-star military officers, etc. as they adjust to new leadership demands. He focuses upon the multiple and complex systemic demands of transitioning well to new leadership contexts as: individuals; teams; business units and enterprises.

Recent Assignments

Career and leadership development coaching with a MD of a business unit for Consolidated Bank Ghana. Peter coached the cross divisional SLT of ARUP in forming a new Innovation Directorate to create new ways of collaborative working. He has coached two new to role internally promoted MDs and shareholder executives over six years at Frank Hirth PLC now part of EY

Background Peter coached team leaders in the petrochemical and financial services team leaders in homeworking 2000-2002. He has been a Disability Occupational Psychologist and Expert Witness for Courts in relation to Neurodiversity in the workplace. He is a regular visiting leadership lecturer with the top European business schools. He provides supervision to inhouse CPO/HRDs and coaching teams. He enjoys mudlarking with his has 2 young children.

Feedback

"Peter has coached me now for over four years, throughout times of immense change – organization turnaround, closedown, redundancy and career choices, starting a new role, and dealing with the many high level and complex challenges that face a CEO. He has shown immense flexibility and versatility to adapt to whatever current challenges are being faced and to bring his skills to the problem in hand. He is even tempered, never flustered, and a very calming influence. His sessions allow time for clear strategic thinking and a refocus on what's important. He doesn't shy away from challenging my views or exploring the consequences of decisions. He is ethical to the core." Deborah Evans CEO, APIL

Psychometric licenses

MBTI (Steps I & II); OPQ32; WAVE; WAVE 360; NEO; 5STeP; 16PF5; FIRO-B; HPI; Hogan team report, HDS, MVPI; Dimensions; EIP3; Strengths Scope; Learning Agility viaEDGE™; 5 Team Disciplines, etc.



HANNAH COURTNEY BENNETT

Chartered Psychologist & Career Coach, Battle, UK

Specialist Neurodiversity assessment and 1-1 coaching

Introduction

Hannah's work focuses on career development and talent management through assessment and one to one coaching. She has a unique insight when it comes to coaching and identifying talent, strengths and interests in anyone facing significant career decisions.

Hannah carries out assessments and coaches Neurodivergent individuals (dyslexia, dyspraxia, ADHD and ASC).

Hannah has also developed an equine facilitated coaching programme as a platform for coaching career management and personal effectiveness.

Recent Assignments

Coach for the Faraday Institution's FutureCat project - one to one coaching and group coaching sessions at their bi-annual retreat

Career Coach for the MOD Career Transitions Programme; working with medically discharged military personnel, helping them reach decisions about future career pathways

Delivery of Neurodiversity workshops for managers and staff to increase understanding of Neurodiversity in the workplace, outline what adjustments can be put in place and how work place assessments and coaching can help

Background

Hannah in early career worked for the NHS and the Police, where she obtained her Chartered Status. Hannah completed an MA in Career Development in 2009 and since this time her career has focused on working with individuals, identifying strengths and constructing niches for their careers.

Feedback

"I just wanted to let you know I found our sessions HUGELY helpful. I will continue to reflect (as you've said) over the next few days and the weekend. I hugely, hugely have appreciated your input." "Thank you for the session. I found it very useful. There is quite a lot to think about, but your suggestions have given me a very practical point to start developing my ideas."

"Thank you for the assessment report and feedback session, this helps enormously and explains a lot. I'll take your advice straight away regarding the organisation of my work and diary and other provisions."

Psychometric Licences

Specialist accreditation for most mainstream tools including Wave, Hogan, OPQ, 16PF, 15FQ, MBTI, Talent Gene, Prism, Realise2, Strong, GC Index and a suite of Neurodiversity assessment tools.

Areas of Expertise

- Strengths' identification
- Resilience & Wellbeing
- Career Transitions
- Career Returners

Coaching Approach

- Positive & Non-judgmental
- Practical & Solution Focused
- Strengths based
- Integrated –
Psychotherapeutic, Cognitive,
Goal Theory

Qualifications

- Chartered Psychologist AFBPS
Division of Occupational
Psychology, Division of
Coaching Psychology and
Associate Fellow BPS
- Registered Psychologist, HCPC
- Certified Principal Business
Psychologist, ABP
- Register of Career
Development Professionals,
Elected member of the
Professional Standards
Committee, Mentor, CDI
- Coaching Supervisor, EMCC