

JUNE BOYLE
EXECUTIVE COACHING
BIOGRAPHY



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June has worked extensively in HR, management consulting and organisation development at senior and board level leading, facilitating, developing and advising on strategic change and building organisation capability. She delivers her work through exploring possibility, staying adaptive and being able to handle the complexity of the challenges facing leaders, their teams and the organisation. She achieves this by helping people to reframe the nature of the conversation they need to have to deliver their commitments. She brings a committed, caring, positive energy to her work and is incredibly supportive in seeking to unleash the potential of others to contribute their best and unlock their potential. She is a trusted adviser who brings an open, decisive and strategic style to her consulting work and coaching practice.

How long have you practised as an executive coach, and at what levels do you normally work?

I have been coaching and mentoring at executive and senior leader level in various roles and organisations for the past 25 years. My background is in the field of HR and Organisation Effectiveness in highly complex global companies. My coaching was deployed at executive level across numerous leadership development, talent and performance programmes at BP, RBS, BT and Lloyds Banking Group. As an Executive Coach at the SchoolforCEOs, Coachmatch, RBL Group and as an Associate Director at YSC. Typically I work with CEO and senior level leaders, their direct reports and more recently senior/mid-level leaders. I have a number of ongoing coaching relationships (Scottish Water; SSE; Mercer; Bacardi, Coats, BP, Dana Petroleum; Pro Bono Coaching with Plan UK; Barclays Independent Faculty).

What are your specialist areas, and what is your distinctiveness as a coach?

I have a strong interest in supporting leaders through their leadership of teams and businesses, their role transitions, delivering performance and behaviour change, realising their potential, reflecting and exploring their leadership impact and working with leaders on a transformation journey. I particularly enjoy supporting leaders facing a range of business and strategic challenges – e.g. breakthrough projects; meaning and purpose, turnarounds, integrations; major culture change and transformations. My understanding and experiences of major global organisations helps enormously. I am known for building trust and creating a safe environment for reflection.

What style of coaching do you use, and why?

I regard every individual as whole, resourceful and creative. My style is to be client centric in all interactions with the aim of helping bring new insight and learning, new levels of awareness, be supportive, be challenging when required and offering a straightforward approach to coaching.

What tools/models might you use in the process? Please include specific psychometric questionnaires you are qualified to administer/ feedback

Where they add value, bring relevance and insight to the coachee and develop their self-awareness, I use psychometrics, personality inventories and a wide range of leadership feedback tools and frameworks. I am able to use a range of psychometric tools including MBTI, Firo-B, Hogan, TA, and Kolb's Learning Style Inventory. I have experience of more dynamic models of building self-awareness including bioenergetics, embodied leadership and constellations. Other tools would include change management process, behaviour diaries, lifeline, network analysis and stakeholder mapping.

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Please describe your business experience.

I run my own consulting business and also operate through a range of associate roles; faculty and collaborative relationships. Previously I was the Director of YSC Scotland for 18 months. Prior to this I was a senior leader and practitioner in the field of HR and Organisation Effectiveness in organisations typically employing over 100,00 people. I have considerable international experience (including 5 years working outside of the UK) and have worked in a number of strategic HR Business Partner, HR Director and OE Director roles, reporting to CEO's, senior executives and corporate boards. Responsibilities included: strategic people planning; growing in new markets; cultural change; M&A integrations; implementing workforce transformations; large systems implementations and more recently leading and delivering large scale corporate strategies in the specialist areas of organisational learning and skills development, leadership development and capability building, performance management, employee engagement, talent and change management. Member of the HR executive committees in the last 3 corporate roles and part of the top 80-100 executive leadership teams at RBS, BT and Lloyds Banking Group.

How do you monitor the individual and organisational impact of your coaching?

Alignment with personal and business objectives is fundamental to my coaching. I seek to agree a 'contract' between the business and the coachee. We would establish a mechanism for monitoring/reflecting on progress at the start of the coaching and progress would be evaluated by the coachee, their boss/sponsor and the client against the objectives set for the coaching programme and through other mechanisms including pulse feedback/360 feedback, interviews and relevant business performance metrics.

What formal qualifications, development and accreditation do you have?

Level A Psychometric Testing; Member CIPD; Dialogos – Leadership for Collective Intelligence – (10 month programme); Harvard Business School - Leading Change & Organisational Renewal and Strategy & Customer Programmes. Monitor Group (David Kantor) – Leadership Model Building; JMW – BP Manager of the Future (9 month programme); HR Strategy – Michigan Business School. Various coaching programmes (CTI; Bath Consultancy; Cantele; Ashridge Business School (2014), Coaches Rising (2015)). Executive Arts Change Management Tools.

What arrangements have you for supervision and continued learning?

Coaching supervision support from Karin Sode, Executive Coach. YSC client work. Jim McNeish of Neish Consulting. Ashridge Coaching Programme. Coaches Rising. Ros Toynbee of ToynbeeAssociatesLtd

Other Personal Information

Leadership Programme Director at School for CEOs. Strategic Consultant at The RBL Group. Adviser & Associate at PositiveGroup. Lay Court Member at Edinburgh Napier University including 2 sub-committees (Audit & Risk and Remco). Trustee of the University Development Trust. Committee Member Kidouts, Scotland

I have a partner and 2 boys (in their 20's). My interests are personal fitness, watching football, running and golf. I love learning and have an extensive network of connections throughout the world who I regularly spend time with. I have a house on the Isle of Skye, which is a great retreat. I also love spending time with friends, travelling, socialising and good food.