

Colin Gambles BSc(Hons), PGCE, Executive Coach

Professional Background

Colin has been a transformational and values-led CEO & Headteacher and senior leader within the educational charity sector for well over a decade. His driving force has always been to ensure people achieve their potential. This has evolved into a fascination with how best to ensure strategic and operational solutions are found for organisations to the challenges they face. This requires clear focus on how to get the best out of individuals and their teams to ensure consistent success and realistic improvement.



Coaching Style

Colin has a broad range of leadership and situational experience and understands the challenges that face senior leaders as well as the difficult decisions they face, often in the areas of human relations, health and wellbeing and ethically complex situations.

Clients report that Colin provides a safe supportive space to discuss the issues that are facing them and find that his warm style, close attention to detail and empathy allow the full problem to be both identified and explored with solutions emergent from the process. Colin firmly believes in the potential of all people to learn from their experiences by reflecting on their situation to meet the challenges in front of them successfully and with real agency.

His role is to listen and to use careful, powerful questions to help challenge his clients to understand their situation and decide on their best steps forward. His practice often draws on his organisational experience of leadership as well as Hawkins' CLEAR model of executive coaching. This CLEAR approach provides a flexible framework to help develop clients' thinking towards producing their optimum solutions and subsequently ensuring that their decisions are carried through. Colin is skilled in the use of a variety of tools and techniques to help consider different viewpoints and unlock clients' optimum solutions.

Professionalism

Colin engages in regular confidential anonymised supervision sessions so that he continually reflects on his own developing practice and adjusts better to support and challenge his clients. He adheres to the [Global Code of Ethics](#) for coaches, mentors and supervisors.

Training and Qualifications

Colin is now concluding the ILM Level 7 Diploma for Executive and Senior Level Coaches. Earlier in his coaching career he completed a number of shorter courses focusing on using the GROW coaching model and questioning frameworks within his own leadership and management practice.

Executive Client feedback

Colin has a strong love of learning and so seeks regular feedback from his clients to understand what is helpful to them and further refine his practice.

"There is genuinely nothing I would suggest improving – the process has felt seamless and comfortable throughout and genuinely helped me work through what felt like an insurmountable challenge previously."

"I am no easy person to talk to, and he does brilliantly at getting me talking, setting goals, digging and probing, and getting me to talk about things that I may not realise I want to discuss."

"Well timed questions made me step back and look at the bigger picture. **Could I achieve more?** Could I work for myself and solve many of my current frustrations."

"Helped me stay focused while also discovering there were other issues underlying I hadn't considered."

"Frequently, he has asked **powerful questions** that have caused me to stop and rethink problems from a different perspective and this has genuinely been transformative in how I've approached my situation."

"Colin has led at the sharp end. He understands/has empathy for the pressures in the role of leadership. Very reassuring and inspiring."

"finding the sessions so useful...very co-creative...**working together** to find momentum and illumination"

"I developed new strategies to deal with an overbearing board who were creating conflict"

"Very good at getting me to push past blocks and dig into other areas. A **hugely enjoyable** process!"

"Very enlightening session, ideas had been bubbling under the surface. The session has brought out the really important things to think about."

"...helped me to focus on taking it step by step instead of becoming overwhelmed by the overall process."

"Encouraging me to review my progress **built my confidence**. This led to making some massive decisions about my long term goals."

"Made me realise that I could achieve more and was undervaluing myself."

"Very impactful – good discussions and **clear outcomes** – for a goal-orientated person, I respond to this."

"As an online 'experience' this is one of the most remarkable – humanity often gets lost through a PC but Colin has managed to keep it **human, open, connected and 'present'** in our conversations"

I look forward to a further conversation with you about unlocking your solutions and releasing your potential. Please get in touch.

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