

## Gill Chapman Coach Bio

### TRAINER

### ABOUT

Gill is an experienced Leadership and Talent Development specialist with a focus on driving change in individuals and organisations. She specialises in understanding the capabilities that leaders need to perform now and, in the future, and works with organisations and individuals to develop those capabilities.

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### EXPERIENCE

With experience across multiple industry sectors [Oil and Gas, Retail, Aviation, Telco], Gill seeks to understand the organisational context and strategy. In doing so, she helps organisations to improve their current leadership capabilities and future talent pipeline through the bespoke design and execution of a variety of organisation, leadership and talent development interventions.

Her achievements include delivering cultural change around performance, talent and development, by changing the performance management process, introducing a talent framework and process and designing a development curriculum for individuals, managers and hi-potential talent. She also enjoys working in a supportive but challenging way with individual managers and hi-potential colleagues, to support their development and believes passionately in lifelong and social learning.

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### BACKGROUND

Gill is a Chartered Occupational Psychologist [CPsychol] and is trained to use various psychometric instruments [16PF5, OPQ, FiroB, CPI MBTI, Hogan Dark Side] to assess individual aptitudes and personalities as well as team performance.

An enthusiastic but grounded individual, Gill enjoys using theories, frameworks and material from a variety of Leadership Development, Neuroscience and Psychology research and approaches which always adds a different slant to the learning interventions that she delivers.

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