

Pauline McCracken Coach Bio

EXECUTIVE COACH

EXPERIENCE

With 20 years of corporate experience in a variety of strategic and senior roles within a FTSE15 utility company, Pauline has successfully led strategic change programs which challenged culture and value frameworks. As a leader of multi-disciplinary teams, Pauline excelled in delivering strategic projects which delivered strong financial returns in financially focused businesses. She has been a niche specialist, a general manager and worked at Board level. She started her career in the City of London.

Pauline undertook a Masters in Executive Coaching to develop her growing talent and passion for supporting leaders and their teams to enhance their self-awareness and develop their performance. She specialises in working with leaders and their teams who are experiencing personal &/or organisational change and holds a strong belief in the importance of nurturing diverse leadership styles to enhance performance.

APPROACH

As a coach, Pauline has a gift for helping clients get to the root cause. To demystify issues and from there, enable them to fine tune their leadership and team skills through an enhanced understanding of themselves and others. This results in leaders who actively develop their personal style of leadership. These leaders inspire others and deliver exceptional business performance.

Pauline is a spontaneous and adaptive coach who draws on psychological and theoretical perspectives from a wide range of backgrounds. This adaptability means that whilst no two sessions are the same; underpinning the work is a conducive space for trust to develop. This allows individuals and the team to to experiment at their learning edge, where significant change is more likely to occur.

ABOUT

Pauline's clients come from multinational corporates to small community interest companies (including IBM, WH Smith and the Dartington Hall Trust). She works with individuals and teams who are leading, delivering or experiencing organisational change.



Pauline is a passionate advocate for the protection of the natural world, due to formative experiences in wild environments which played a significant role in her own personal development. She particularly enjoys working with leaders and organisations who are actively transitioning towards a more environmentally aware and sustainable approach which contributes positively to the environment and broader society.

Outside of work, Pauline loves to explore the remaining British wildernesses and enjoys a personal challenge such as a long distance open water swim or a good hike across Dartmoor where she lives.

ACCREDITATION AND QUALIFICATIONS

- Accredited Executive Coach, Ashridge Hult Executive Education (EMCC Senior Practitioner level)
- Masters (MSc) in Executive Coaching (Merit), Ashridge
- BSc (Hons) in Physical Geography, Liverpool University
- Member of EMCC (European Mentoring & Coaching Council)

SUPERVISION & CPD

To stay 'coach fit' and support her professional development, Pauline participates in regular group and individual supervision.

Pauline undertakes regular CPD and continues to study around the topics of business, coaching and psychology. In 2019 for example, she is studying Vertical Development and systemic theories in coaching.