



## JANE MUDD



### OVERVIEW

I am a leadership coach, facilitator and consultant. For 20 + years I have worked in and with Scotland's public services. Roles have varied from graduate to Deputy Chief Executive and now business owner. My profession and passion is the development of people and teams. I launched the Mudd Partnership seven years ago and continue to enjoy working with a variety of individuals, teams and partnerships to navigate and succeed in complex and constantly changing environments. I live in Perth with my husband and two daughters.

### COACHING APPROACH

From the outset we work together to clarify what it is that you would like the coaching to achieve, the point that you are starting from and how we will get there. I will use incisive questioning, really listen to you and what works for you, bring in a range of tools and techniques including giving you feedback and encouraging reflection. In addition to building on what works already, we can explore and you can experiment with different approaches. The coaching space gives you the chance to reflect on how you got on, what you would change and support you towards the next stage. A review in our final session will allow for reflection on progress and forward planning. In all aspects of my work I take a wholly professional approach which includes ensuring confidentiality and respecting your right to uphold your own beliefs, values and preferences.

### BACKGROUND

I am the co-owner and a lead consultant with the Mudd Partnership (TMP) which was founded in 2008. I specialise in the areas of individual excellence, high performing teams, Executive group effectiveness, consultancy solutions and theory into practice. I have two decades of experience in working in and with a range of organisations to achieve rapid and sustainable performance improvement and have an impressive track record in the areas of coaching, leadership facilitation, leadership consultancy, programme design and delivery and change management.

Prior to 2008 I was the Director of Development and subsequently Deputy Chief Executive with the Scottish Leadership Foundation, an independent, not for profit organisation focused on developing leadership across Scotland's public services. During my time there I designed and led the early implementation of a national mentoring and coaching register, established the first series of national cross public service change programmes for senior leaders and founded and led a successful senior women's development network.

From 1998- 2001 I led Lifelong Learning activities in CoSLA including the design and implementation of a national learning strategy for all Local Authorities. This followed a period as a Senior Executive with Scottish Enterprise National where, during my time there, I managed the development fund for Modern Apprentices and the Network strategy for implementing Investors in People.

### COACHING AREAS OF EXPERTISE

Leading change and managing complexity in public services.

Leading in multi agency and multi professional settings.

Building confidence and resilience.

Executive coaching.

Team coaching.

## REPRESENTATIVE COACHING ENGAGEMENTS

An example of a typical coaching engagement would be working with an individual who has been promoted to a more senior post and is looking to work out what they do that works well, the different expectations of them in that post, plan how to meet these expectations, then implement the required changes and review progress. This would typically happen over up to six sessions.

The starting point is to work with the individual to get as accurate a picture as possible of the reality of their new situation and how they view themselves within that. By raising this self awareness early on we have a starting point that is helpful for them to then identify what is already working well and where further work is required.

The differences we are often working on are managing the 'politics' at this new level and with a diverse range of stakeholders, leading in a complex environment, dealing with increased accountability and responsibility and the associated increased scrutiny, defining and then developing an authentic personal brand including an effective and authentic approach to leadership and management as well as ensuring that there is a plan for maintaining resilience and wellbeing – and even a bit of fun.

## TYPES OF CLIENTS COACHED

Chief Executives, Headteachers, Directors, Senior Managers, Middle Managers and senior teams.

## REPRESENTATIVE CLIENTS

A range of NHS Boards eg GG&C, Lothian, Scottish Ambulance Service, Lanarkshire.

A range of Local Authorities eg Perth and Kinross, Aberdeenshire, Orkney, Borders.

Multi Agency partnerships eg Health and Social Care Integrated Joint Boards and groups

Higher and Further Education establishments eg Glasgow and Napier Universities, Edinburgh College.

Scottish Enterprise

Skills Development Scotland

Financial Services eg Sainsburys Bank, Baillie Gifford

## EDUCATION & QUALIFICATIONS

- ILM level 7 postgraduate Diploma in Professional Executive Coaching and Leadership Mentoring
- MA (Psychology and Philosophy)
- MSc Marketing
- CIM Postgraduate Diploma in Marketing

## PROFESSIONAL DEVELOPMENT & SUPERVISION

- Quarterly professional supervision
- Regular participation in CPD Networks and events

- Professional reading eg books, articles, online blogs, discussion groups and forums.

## PROFESSIONAL AFFILIATIONS

- Member of the European Mentoring and Coaching Council and the Institute of Leadership and Management.
- Associate of the Edinburgh Institute.

## PSYCHOMETRIC & DIAGNOSTIC TOOLS

- NHS 360 degree feedback tool
- ASSESS Systems – a range of diagnostic tools including 360 degree feedback.
- Interpersonal Dynamics Inventory 360 feedback tool.

## CLIENT TESTIMONIALS

“I started my coaching sessions with Jane at a time when my professional responsibilities had recently grown significantly. The coaching sessions helped me to understand my anxieties, my strengths, my insecurities, and those areas where I had a bit of a blind spot. Jane's approach was always truthful, challenging me at times but with a logic and analysis that mapped my behaviour or comments alongside my own stated values. This "logical" approach worked very well for me as I prefer quite a direct approach.

The coaching sessions have made a significant difference for me as I believe I have developed a much more balanced perspective, which in turn helps me to prioritise better. My approach, perceptions and attitude are much calmer and I am working much more effectively in my professional role. I have adapted some of the principles with my team and we are all working much better together now too - I am now giving my staff much more scope to develop, and they are noticeably flourishing. I was a bit unsure about coaching before I started but I am now a wholehearted convert.”

Helen Watson, Head of Planning, Health Improvement, Inequalities & Commissioning, Greater Glasgow and Clyde Health Board

“Jane is an excellent coach who relates extremely well to staff at all levels of an organisation. She is invaluable when facilitating team development; engaging with staff prior to facilitating team development and facilitating, challenging and supporting teams to move forward in times of change. I can highly recommend her work.”

Tricia Illsley, Board Member, LEAD Scotland and Mindspace, Perth

“Jane is a committed, dedicated, reliable and experienced professional. She is particularly good at striking the balance between challenge and support that is needed to promote development. She is effective working both with individuals and with teams, and goes out of her way to meet specific needs and requests.”

Nigel Williams, Medical Director for Primary Care Services, NHS Lothian