



Simon Maddison

Coaching profile

Profile

Simon has been involved in learning and development with teams and individuals for 30 years; coaching has probably been part of that all along, but only in the past few years has he included this more formally.

Simon has a belief that we never stop learning; there should always be room for thinking about yourself and your own development. He's found coaching for himself to be very useful in his own growth and understanding of how others operate and improving his effectiveness at work.

Simon has worked in and run a few businesses over the years; he's had some great successes, some great experiences, and some 'other' experiences. He is currently operations manager for Broadwater where he manages projects both large (£1¼m/year) and small (pro bono work for local charities). He has had great success in building teams, and so the strength of their organisations, with clear bottom line results.

His coaching style is to listen intently to the way the coachee describes their self, setting, challenges and opportunities to really understand the nuanced way they operate. Progress is made through questioning and commenting on his observations challenging assumptions, setting the bar high, but all the time offering strong support.

Great at seeing situations from different perspectives and find different ways into them; not afraid to approach difficult issues, he can come up with unexpected and apparently left field ideas and solutions that hopefully add clarity.

Having said that, he keeps it relatively down to earth, simple and pragmatic.

Recent activity training and development

- Holds an Institute of Leadership & Management (ILM) PgDip in Executive Coaching & Mentoring.
- He is a tutor, supervisor and assessor for the ILM Level 5 in Coaching & Mentoring – and as such is managing Broadwater's coaching programmes.
- He is a board member of the Experiential Learning Exchange – an international group of likeminded thinker and doers – and a member of the European Mentoring & Coaching Council (EMCC) and the British Association for Psychological Type (BAPT) and the Bristol & Bath Coaching Group.
- Has practitioner training in Transactional Analysis & MBTI in particular – he mixes theories and models with the real world with ease, but only when its going to help.
- Simon is currently working with Endsleigh/Zurich, Siemens, Nationwide, Boots, St Mary Redcliffe, Northwave Group and others.
- He is working towards an executive level diploma in coaching.