

TRANSITION PARTNERSHIPS

Ray Charlton, BA, MSc, MBA, FRGS, Chartered FCIPD, MCMI Executive Coach

Summary

Ray is an experienced Executive Coach, offering empathy and inspiration to people *who want to address opportunities and challenges in their job, career, working relationships, motivation or work/life balance*. His clients come from a variety of sectors – automotive, engineering, manufacturing, telecommunications, research and development, education, local government, health, and the voluntary sector. In every case he begins with an interest in and respect for the individual.

Who does he work with?

He has worked recently with:

1. A Director responsible for business strategy interested in discovering how to get the best from himself and his team.
2. Members of the leadership team in a major engineering organisation.
3. Individual managers from a wide variety of organisations from many countries focussing on leadership, change and personal performance.

Who does Ray help most effectively?

Ray is known for positive thinking, finding creative possibilities, and evoking excellence in others. He enjoys working with people who:

- **Want to make a difference** – and may not know how
- **Are willing to take responsibility for their own learning** – and persevere
- **Discover that their curiosity is a source of inspiration** – enabling them to change
- **Benefit from encouragement and support** – from others and from themselves
- **Work on knowledge of self and leadership of self** – as prerequisites for leading others.

What's his style?

Ray respects the other person's experience, context and motivation. He **listens** actively and **checks for understanding**. He **prompts creative enquiry**, using open questions. As trust is established, he **challenges assumptions** and **prompts fresh interpretations**. He **encourages exploration** of feelings and beliefs which may hinder or enable change, and assists with the practice of **positive behaviours** to deliver desired outcomes. Ray's clients have expressed their appreciation for his **empathy**, rapport, and support and for his being **consistently positive**. Many have been inspired to achieve extraordinary outcomes.

What qualifies him to work with me?

Ray has many years of experience working with a very wide variety of people in business, education, local government and the voluntary sector. He has had leadership roles throughout his career, in management, organisation development consulting, facilitation, tutoring and coaching. He has taught consulting skills at Warwick Business School and is a module leader for several modules on Masters programmes at Warwick Manufacturing Group. He has studied and uses NLP to Master Practitioner level.

Personal

Ray's home is near Stratford-upon-Avon. He is fascinated by people and places, loves to travel and explore, and likes both to trek in wild places and to walk in the English countryside. He has an extensive library covering many subjects, and numerous photographs to remind him of his adventures. He enjoys eating out in convivial company.

Contact information

43 Meadow Road, Henley-in Arden, Warwickshire, B95 5LB.

Telephone: 01564 794665

email: rayc@transitionpartnerships.com

www.transitionpartnerships.com