



WELLMAN ASSOCIATES

PROVIDERS OF

Executive Coaching
Facilitation
Training and Development

Sue Wellman

What my clients value in me

- I help them to get clarity and focus and ensure that they have the tools to achieve their goals.
- I have both a practical and intuitive understanding of the individual, the team and the organisation and how they interconnect with each other.
- I can understand the organisational structures and patterns of behaviour, which are stopping/blocking success and can articulate these to the client in a way, which facilitates change.
- Clients feel comfortable talking to me and know that they will get from me a strong and direct challenge aligned with personal integrity, compassion and complete confidentiality.
- I have a passion for ensuring that both individuals and their organisations get real value both in terms of development of capability and in a positive effect on the bottom line.
- I am good at working in partnership with others and encourage them to think laterally to achieve innovative solutions.
- My international exposure and understanding of working with multi cultural teams

CEDAR International

2001 to 2002

What I'm most proud of is

- Coaching over 20 clients to achieve their goals, for example
 - Promotion to Vice President of one of the top American banks
 - Overcoming fear of presenting to large groups such that a presentation was successfully completed to a global audience of over 200 people
 - Exceeding sales targets by 20% for their section of the bank.
- Being preferred global learning and development provider in leadership and communication terms for a top American bank.
- Developing and delivering a leadership change programme including pre and post 360° feedback measurement for a prestigious wine bar chain in the city.
- Facilitating the culture change of a multi national conglomerate through the establishment of a mentoring programme for around 200 of their finance section. This is now in the process of being extended to other departments.
- Assisting operations and the HR team of a major hotel chain to manage the people element of their business during a major acquisition.





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HR Management

1982 – 2000

18 years experience in HR management for Marks and Spencers and Bally, 6 years as a Director and 5 years of major global exposure, of which highlights were:

- Establishment of an international management development programme in conjunction with INSEAD for the top 250 senior managers within a major international luxury brand.
- Implementation of Global Strategy regional road shows and conferences in conjunction with the Creative and Communication departments.
- International co-ordination of the recruitment and communication process during a major restructuring phase.
- Establishment of a global best practice approach to HR, particularly in management development, in conjunction with regional HR teams.
- Close working relationship with French market in particular during repositioning of brand and restructuring of retail/wholesale markets

Educational Profile

- Accredited executive coach
- Master NLP practionner
- Chartered Institute of Personnel and Development qualification
- Saville and Holdsworth Ltd occupational testing level 1 and 2 also Myers Briggs qualified
- Invest circa. 20 days per year in professional and personal development
- Bi lingual (basic fluency in French)

Hobbies & Interests

- Keen pianist
- Skiing
- Walking
- Theatre
- Opera
- Horse riding
- Languages

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