

DR DOUGLAS YOUNG



OVERVIEW

Douglas is an experienced leadership coach and organisation development specialist, having delivered global level assignments, providing support at Executive and Board level. He has conducted leadership and coaching projects with senior Executives and senior Managers across private and public sector clients (eg IBM/PepsiCo,/ united Nations) in Europe, USA, Middle East, Australia. - e.g Run large number of Senior Leadership Development Workshops and Coaching for IBM Execs in New York/ Sydney. Director of the International Society of Coaching Psychology. Board Member, International Advisory Board, International Centre for Coaching Psychology Research. Consulting Editor, European Journal of Applied Positive Psychology. Particular interests around Board Room/Exec power dynamics/ influencing / leadership styles

BACKGROUND

Originally trained a Psychologist, Douglas worked in a number of business roles, in media, IT, and for various government organisations. He then spent ten years with an international consultancy (HayGroup/ now Korn Ferry) where his focus was leadership development and executive coaching. More recently, as well as coaching in business environments, he has been coaching GPs and Medical Consultants.

COACHING APPROACH

Douglas prefers to deploy a “strengths based coaching” approach with a clear target outcome approach. Having worked with most of the models in coaching, he has probably internalised them so much that he no longer consciously thinks of using a single specific approach. Rather, his concern is to listen to clients and decide with them what approach will best suit their needs and preferences. In that regard, he finds that the real issue is rarely the presenting issue, and it can take a couple of sessions to build the relationship, enable a level of “challenge,” and develop an action plan to move things forward.

REPRESENTATIVE COACHING ENGAGEMENTS

1:1 coaching with executives in a range of sectors, particularly Finance, IT, Advertising and Media, and Health. Douglas spends a lot of his coaching engagements in helping individuals make the transition to Executive/Board level. Currently he is working on a broad range of assignments from coaching senior managers in finance/ CEOs & Executives in NHS / Members of Parliament.

COACHING AREAS OF EXPERTISE

- Leadership in Change
- Adapting Leadership Style
- Dealing with organisation politics
- Power and Team dynamics
- Projecting your personal brand
- Empowerment and Delegation
- Emotional Intelligence
- Talent Management and Development
- Transitions eg to Exec level

REPRESENTATIVE CLIENTS

- Education
- Government
- IBM
- NHS
- PepsiCo
- Police
- RBSG
- United Nations

EDUCATION & QUALIFICATIONS

- BSc (2:1) Psychology
- PhD Psychology of learning
- Group Analysis- Advanced Course

PROFESSIONAL DEVELOPMENT & SUPERVISION

- Monthly supervision by various psychologists

PROFESSIONAL AFFILIATIONS

- Chartered Psychologist - British Psychology Society
- Chartered Scientist, Science Council
- Associate Fellow British Psychology Society
- Principal Member, Association of Business Psychologists
- Director, International Society for Coaching Psychology
- Previously Governor, The Gartnethill Psychotherapy Centre
- Member British Psychology Society Special Group in Coaching

PSYCHOMETRICS & DIAGNOSTIC TOOLS

- FACET 5 Personality Assessment
- Emotional Intelligence Tools
- 360 for National Health Services Executives
- 360 for British Council senior managers
- 360 for United Nations senior managers

CLIENT TESTIMONIALS

"I have worked with a number of coaches over the years. Doug is the best. He has a knack of cutting through the issues and getting to the heart of the matter. He provides excellent insights and suggestions on how to improve your performance. He listens and probes but then gives personal and direct feedback and helps you to improve in the areas you are targeting. I have really enjoyed and valued my time with Doug."

Marc McColgan, Head of Ops, Corporate & Commercial Banking, 2016, currently Director KPMG

Douglas has personally helped me greatly over the years. His knowledge of leadership and coaching are second to none and he has great understanding of how individuals and organisations work.

David McCormack, IBM - GBS CPT / DS&I Growth Platforms : European HR Leader

"I had the opportunity – and pleasure – to closely work with Douglas in my capacity as deputy representative of UNDP where he was hired to help with team building and leadership skills. I witnessed Douglas' unique quality to effectively assess organizational, team and individual capacities, constraints and opportunities, including in multicultural and complex environments. Douglas developed new techniques and capacities at all three levels and helped lift performance. It was a pleasure to see the ease and speed with which Douglas connected with his assignment and target group as well as with each individual."

Ulrika Richardson-Golinski, United Nations Resident Representative