



## NICKY BENSON

Nicky is an experienced coach specialising in assisting leaders to drive change and performance through their organisations and in developing flexibility and resilience in their own leadership style.

Originally from the UK, Nicky lives in Tauranga, New Zealand, and is the mother of two young adults and has a life partner of 25 years. She enjoys travel and adventure and spending time, when possible, at the beach or in nature.

### TESTIMONIALS

"My coaching sessions with Nicky are so valuable. With her guidance I've truly understood my strengths and value and her coaching and support has helped me to make brave and exciting career decisions. I value Nicky's authenticity, her pragmatism, and her total commitment to my success."

- GM PEOPLE AND CULTURE, INSURANCE

"Nicky is very intuitive and gets to the root of the situation very quickly in a highly subtle and intuitive way. She is a good listener and asks the right questions. I always felt comfortable in the sessions and always came away feeling I had learnt a great deal and felt much more informed and confident. She comes highly recommended from someone who used her services for over a year."

- DIRECTOR OF SALES, BEVERAGE / LIQUOR

"Nicky strikes the perfect balance between being a supportive, and empathetic coach, with an ability to drive me forward with clear goals. Nicky created space where I felt comfortable being open and shared pragmatic tools that I could use in my daily work life."

- DIRECTOR, PROFESSIONAL SERVICES

"We have partnered with Nicky for over 18 years as she supports our people capability development working as a Coach, Facilitator, Program Designer, and presenter at large scale events. Nicky works across a range of business areas with us covering leadership and coaching, managing change, wellbeing, and diversity and inclusion."

- HEAD OF CAPABILITY, NZ. BANKING

### QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF • Accredited Coach, Level Three, IECL • PREKURE certified Mental Health Coach Postgraduate • Certificate in Education, Roehampton Institute, London • BSc. Hons Human Biology, Loughborough University, UK

### DIAGNOSTICS

TLC • CTT 1 • Realise 2 Strengths Finders • Team Management Profile

### COACHING EXPERIENCE

Nicky is an experienced coach to individuals and teams. She began coaching in 2002 with coaching experience gained in the UK and NZ. Nicky works across all sectors and leader levels from emerging leaders through to board and C-suite executives and business owners. Nicky is based in Tauranga, Bay of Plenty and offers local face-to-face or virtual coaching.

### COACHING STYLE AND APPROACH

Nicky specialises in helping leaders, teams and organisations develop courage to lead sustainable change. Nicky supports her counterparts to develop purpose, passion, and presence to lead authentically, develop courage and drive performance. She is also a certified Mental Health Coach supporting Mental fitness. Nicky's approach to coaching is flexible, combining sensitivity with tough empathy. She takes a developmental approach and utilises strengths-based and narrative practices to support leaders to make sense of their journey, development and embed changes for personal growth and professional success. Where appropriate Nicky supports with readings, tools, and frameworks to embed practice.

### BUSINESS EXPERIENCE

With a background in human biology, Nicky was originally a schoolteacher in South London before she was appointed Head of Product Training for The Body Shop in the mid 80's to early 90's. There she experienced and supported first-hand the power of aligning values, passion, and purpose for commercial success. In NZ, Nicky supported The Body Shop during a major restructure, before setting up her own successful consultancy and coaching business. She has also worked as a Business Coach, a Director at PwC in Performance Improvement, as a Consultant with Rogen and Learning Director for the NZCSI Social Entrepreneurs School.

### AREAS OF EXPERTISE

- Coaching for improved mental fitness and psychological flexibility
- Developmental coaching to build authenticity and leadership impact
- Transition coaching for emerging leaders and leaders stepping up to more senior roles
- Coaching to support leaders to lead sustainable change
- Systemic team coaching at ELT and senior leader level
- Leading through complexity

### PREVIOUS ENGAGEMENTS

- Senior Manager, Aviation – coaching to gain clarity as to next career move and transition into next role. With clarity in purpose, counterpart was given the opportunity to drive a significant project with impact across the business.
- Head of Marketing, Banking - coaching to support delivery of transformational change across digital and marketing. Coaching resulted in successful restructure.
- General Counsel, Insurance - coaching for transition into new role and driving change with an established team. Successful transition and increase in engagement score.
- Partner, Professional Services – coaching to support resilience and balance resulting in flexible working and increased health and fitness.
- Leadership Team, Banking - coaching across 40 teams at major bank during Covid-19 lockdown.