

JOB POST	
Division:	Service lines & coaching
Team:	Coaching Team
Job Type:	Permanent Part-time (flexible – Office/Home Working)
Location:	Talking Talent Oxfordshire Office - Wallingford
<p><i>At Talking Talent, we are all about creating an inclusive working environment where people from all backgrounds can succeed. Diversity makes sense for us, for our clients and our future. We value different perspectives, skills and experiences, and welcome applications from all sections of the community.</i></p>	

Executive Coach

The Company

Talking Talent is a leading, rapidly expanding, executive coaching consultancy that partners with clients to build inclusive cultures that drive belonging, engagement and performance. For over 15 years, we have provided some of the world's most successful organisations with transformational coaching and development programs that encourage everyone and every business to perform at its best.

We believe that coaching-led approaches to inclusion, purpose and belonging drive profound, systemic behavioural and culture change that lasts. Whether it is enhancing leadership capabilities, facilitating dialogue, guiding talent through career-life transitions, or delivering leadership programs for under-represented groups, our coaching-led solutions inspire inclusive cultures that allow people and businesses to thrive.

Our head office is in Oxfordshire in the UK with the majority of local clients based in London. Talking Talent also has an office in the USA and delivers work with clients across Europe and Asia. Our UK clients are mainly FTSE 250 organisations or equivalent and include major law firms, financial services businesses, telecommunications, professional services, media, FMCG, etc. We are a dynamic, growing business looking to expand our team. See our website: www.talking-talent.com.

Scope of the Role

We're looking for a dynamic, passionate, influential coach to deliver coaching programmes to FTSE 250 clients. A key focus area for this role is delivery of our Black Asian and Minority Ethnic (BAME) Leadership coaching programmes, as well as supporting with our parental transitions coaching programmes. Our programmes feature a combination of group and one-to-one delivery, and cover core topics such as emotional intelligence; belief and confidence; authentic leadership; presence and gravitas, as well as supporting parents through career-life transitions.

This role will deliver a high proportion of group coaching programmes. You will be required to work with the service line leads to enhance and design content. There will be occasions where you will be required to travel across the UK and occasionally overseas to deliver some face-to-face group coaching programmes. Every other month you will be required to attend team days at our head office in South Oxfordshire.

The role combines a wide range of skills including face-to-face and virtual group coaching, 1:1 coaching and bringing fresh design thinking and new and contemporary approaches to the table – all with coaching and training to support your personal development.

Coaching Delivery

- You will deliver virtual and face-to-face group coaching sessions (typically working with groups of 6-14 participants, occasionally delivering to larger groups of up to 100).
- Coaching content will be across our practice portfolios including Women's Leadership, Working Parents and Inclusion with Purpose.
- One-to-one coaching delivered as a standalone intervention or as part of a broader programme, including group delivery.

Coaching & Content Preparation

- You will support our Global Head of Content in developing and designing content for new programmes and presentations, mainly for BAME or Inclusion coaching.
- Staying in touch with technological innovation and emerging trends and looking ahead to new ways of delivering our content (digital, virtual, in-person).
- Produce video content for our online coaching portal: *TTOonline*.

Person Specification

- A deep and genuine commitment to 'moving the dial' on BAME leadership and changing the experience of working parents across a wide variety of organisations.
- Ability to design & deliver innovative group, 121 & digital coaching interventions for blue-chip clients utilising best practice coaching tools and methodologies.
- A breadth of knowledge and understanding of leadership development topics such as Authentic Leadership, Personal Brand, Building Empowering Beliefs, Executive Presence and Career Planning.
- Dynamic & innovative coach, comfortable with 'front of room/zoom' leadership, delivering high-quality programmes in a variety of client environments.
- Delivered a volume of 121 coaching and leadership programmes, ideally ICF PCC accredited coach with around 500 hours.
- Commercially minded, and client-focused.