



Curriculum Vitae - Esther Williams

Executive Coaching and Organisational Review

For a number of years Esther's work has focused on supporting personal development and the management of organisational change. She now works primarily in the University sector supporting structural reviews as well as leadership development through executive coach

Coaching

Esther is an experienced and qualified coach with a background in organisational leadership, and change management. Holding the ILM Postgraduate Coaching Diploma qualification, She is also a member of the Institute of Leadership and Management. She is also a tutor on the ILM Level 5 Certificate in Coaching and Mentoring Practice. As coach, she focuses on assisting clients to find their own way forward. She is an enabler who works effectively with clients to help them identify opportunities and find solutions. Recent assignments include:

- Induction year personal development for senior academics and administrators
- Addressing team management and leadership strategies
- Developing self confidence and the skills required to work effectively in complex management structures or where little management is provided
- Managing complex and conflicting work load balance

Organisational Review

She undertakes large and small-scale reviews of organisational structures in particular central services including processes and staffing roles. She also works with service leaders and senior staff to support them with in-house reviews by providing advice and mentoring. Recently she has been involved in supporting this process through coaching those responsible for ensuring effective change. This has proven very effective in relation to smaller reviews. Whether the review is small or large, it requires appropriate and sensitive interpersonal skills and the ability to work effectively with a wide range of staff.