

JUNE FETTES PhD BSc UKCP MBACP

June has 27 years business experience, 13 years as an executive coach, trained and accredited by an International HR Consultancy, working with senior executives and leaders across a wide range of industry sectors. She brings significant experience through past employment at senior levels in the private sector and in the NHS. She is a UKCP registered psychodynamic psychotherapist, an accredited supervisor and EMDR therapist. She is an active member of SIHR and a member of OPUS. Her practice is governed by an understanding of how individuals and organisational systems are motivated consciously and unconsciously and how this aids or hampers performance. Her training in and practical knowledge of psychological theories contribute to a responsive and adaptable coaching approach. She is accredited in MBTI Step 1 and 2, Harthill Leadership Development Profile and 360° tools. June is part of a small group of like-minded associates working within robust industry standards of best practice. She is committed to CPD and promoting the development of the profession.



Principles

Empirical research supports important principles:

- Personal change takes place at a deep level and is achieved through a respectful and secure relationship
- An individual's view of the world is constructed on the basis of past experience
- Sticking rigidly to this view restricts progress towards enhanced performance and wellbeing.

Generic aims of coaching

To: enhance awareness of self within the organisational system; enable greater adaptability in leadership style through understanding the impact of similarity and difference on performance and motivation; increase reflexive working to prevent the lure of mal-adaptive relational patterns; create more assertive communication, decision-making and inter-relating in complex systems.

Coaching process

Establish confidential relationship of trust and mutuality of purpose; deepen awareness of context, goals and desired change; identify recurring patterns of thinking, behaving, relating; work through issues such as style, adaptability, critical relationships, organisational politics, and team dynamics; evaluate impact of change.

Specialties

- Executive coaching for leadership and performance
- Executive coaching through difficult circumstances or behaviours
- Development of coaching culture in the team or organisation
- Professional supervision and development (individuals & groups)

Relevant Experience

- 27 years in business
- 10 years board level
- 17 years consulting & coaching (In: Finance, Banking, Retail, Manufacturing, Service, Technology, Government, Police, NHS, University, Oil, Fiscal)
- 8 years as private psychotherapist
- 6 years as supervisor
- 2 years post grad lecturer/tutor
- 12 years MBTI, 360° feedback and other psychometrics