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JOHN GOTTING - COACHING BIOGRAPHY

“John has the rare gift of helping others to achieve their potential. He combines vast experience of coaching both teams and individuals, with a deep and diverse technical knowledge, all of which he skilfully adapts for the particular challenges of each coachee. Insightful and empathetic, his advice is personal, precise and practical. John has made a real difference to my performance and to the effectiveness of my team.”

Graham Prothero, Finance Director, Development Securities PLC

John Gotting is an experienced business coach with an 18 year coaching record. Formerly HR Director at Heron and Estee Lauder, he specialises in using MBTI™ in leadership, communication, presentation skills, teambuilding and networking and has worked with 23 nationalities since starting his business in 1992. As well as CEOs, VPs and MDs he has coached Directors and Managers from all disciplines. Since 2003 his innovative approach has helped more than 160 Police Officers from The Metropolitan Police and 14 Regional Police Services. He is a Chartered Fellow of the Chartered Institute of Personnel & Development.

- 1992-Now** **PEOPLEFOCUS.CO.UK, Leatherhead, Surrey**
Coach and Consultant
 Coaching and development based on in-depth assessment.

- 1990-1992** **HERON CORPORATION PLC, London NW1**
 International conglomerate run by Gerald Ronson.
Group HR Director

- 1981-1990** **ESTEE LAUDER COSMETICS LTD, London W1**
 UK affiliate of one of the world's largest cosmetics companies.
Personnel Director

- 1977-1981** **COLGATE PALMOLIVE LTD, London W1**
 UK subsidiary of US owned multinational toiletries business.
Personnel Manager

- 1976-1977** **SHEPHERD FOODS LTD, London WC1**
 Supermarket group incorporating Partridges of Sloane Street.
Personnel Officer

- 1973-1974** **LITTLEWOODS RETAIL STORES, Countrywide**
Management Trainee

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- 1990** **LONDON BUSINESS SCHOOL** Human Resources Strategy
 - 1975** **MIDDLESEX POLYTECHNIC** Personnel Diploma
 - 1972** **KINGSTON POLYTECHNIC** BSc Economics (Hons)

SAMPLE ASSIGNMENTS, APPROACH AND CLIENTS

ROLE	COACHING TOPIC	SESSIONS	MBTI TYPE
Senior Police Officers - UK Wide	Leading, motivating, presenting, influencing	1-6 + IC, IPS, NLP	All 16 types
European Chief Executive	Presenting, influencing	3	INTJ
Chief Executive	Networking, influencing	2 + IC, Net	ISFJ
Chief Executive	HR strategy, motivating, influencing, NLP	3 + IC, TD, NLP	INTP
Vice President	Influencing, networking, communication	10 + IPS,	ENTP
Chief Executive	Networking, influencing, NLP	1 + IC, Net	ESTJ
Managing Director - Germany	Motivating, influencing, team-development	6 + IC, TD	INTP
Managing Director - France	Self-marketing, influencing, networking	3 + IC	ESTJ
Development Director - France	Career Coaching	2 + IC	ENFP
Managing Director - Spain	Motivating, influencing, interviewing, MBTI	4 + TD	INTP
Treasury Director - Netherlands	Presenting and influencing	2 + IPS	ESFJ
Executive Manager IT	Motivating, influencing, networking, comm'n	5 + IC, IPS	ESTJ
Managing Director	Motivating, influencing, networking, comm'n	6 + IC, IPS	INTJ
Development Director	Presenting, influencing	5 + IPS	ENTJ
Managing Director	Motivating, communication, organisation	9 + IC	INFP
Finance Director	Persuasion, influencing, motivation	8 + IPS	INTJ
Marketing Director	Motivating, influencing, organisation	5 + IC, TD	ENTP
Sales Director	Influencing / motivating using MBTI / DISC	3 + TD	ENTJ
Vice President IT	Motivating, influencing, networking, comm'n	5 + IC, IPS	ISTJ
HR Director	HR strategy, assertiveness, networking	3 + IC, IPS, NLP	INTP
MD and FD	Leadership, motivation, influencing, planning	6 + IPS	ENTP

How do we coach?

We have developed our own 'SIMPLE™' model that ensures a holistic approach to development. We start with a diagnostic phase. This can include input from the individual's manager, 360° feedback, psychometric profiling and in-depth interviewing. This enables the coach and the individual to be specific about the development areas and to agree a programme to address them. Coaching programmes typically have 6 sessions and 1-2-1s are often supplemented by open programmes such as 'Intensive Presentation and Influencing Skills'. While the financial 'contract' is with the employer, the relationship is with the individual being coached who decides what information is shared with the employer.

Who do we coach for?

Arjo Wiggins, Audit Bureau of Circulations, Bausch & Lomb, Beko, Blackheath Rugby Club, Bourjois, Cambridge Constabulary, Celltech, ClinTrials Research, CSMA, Derbyshire Police, Development Securities, Elizabeth Arden, Estee Lauder, Fine Fragrances, Fish4Jobs, GE Aviation, Givenchy, Greater Manchester Police, Guerlain, Gloucestershire Police, Health & Beauty Solutions, Heckett-MultiServ, HR Owen, Jo Malone, Leicestershire Constabulary, Lever Faberge, Lincolnshire Police, Matsushita Electric, Metropolitan Police Service, Morgan Carbon Europe, New Millennium Experience Company, North Yorkshire Police, Police Service of Northern Ireland, The Shaftsbury Society, SKR Spain, Seagram, Spacetailors, Smiths Group PLC, Surrey Police, Suzuki GB, Tetley Tea, Thames Valley Police, VNU UK, VNU France, VNU Germany, VNU Netherlands, The Walt Disney Company, Warwickshire Constabulary, West Midlands Police, West Yorkshire Police, Wiltshire Police plus many private clients.

IC: Improving Communication, **IPS:** Intensive Pres Skills, **TD:** Team Development, **Net:** Networking, **NLP:** NLP Techniques