

## Ned Skelton

Ned is Executive Coach and Head of Training at Quiver Management. Ned managed his own training and coaching company for 10 years before joining Quiver Management. He has broad experience across many sectors in helping senior managers deliver through their people. His work includes executive coaching, team development and change-programme facilitation.



Prior to this he had an evolving career in the Electricity Supply (Nuclear) sector where he started as an Electrical Engineer and gradually moved more into the human side of making things happen: managing all aspects of training and development and then working strategically with change and development programmes. He is keen on evaluating projects to see if they deliver what was promised.

Ned's specialism is in one-to-one coaching in business contexts, which he has gained over many hundreds of coaching sessions with managers at all levels. Over the years he has developed a range of different approaches in order to be able to facilitate a wide spectrum of different people to: clarify their goals, gain new perspectives and get more satisfaction through delivering results. Ned's experience in business and organisational change helps him to integrate his coaching with the team, organisational and cultural aspects of change, where appropriate.

Ned has a wealth of experience in developing people as coaches: he has been training managers as coaches since 1997; he has been an active member of the European Mentoring & Coaching Council (EMCC) in developing European-wide standards for coach-training since 2003, he is an EMCC assessor of coach/mentor training programmes plus he assesses coach/mentors for EMCC accreditation.

### Selected companies/clients

Bank of Scotland	BNFL
British Energy	Carillion
Ambrell	Siemens
Total UK	Coface UK

### Selected accomplishments

Managed the design, delivery and evaluation of the management and leadership development programmes, including talent management, for 4000 staff with innovative solutions to improve effectiveness and drive down costs

Designed and delivered a leadership development programme in the Customer Services function of a large electricity trading organisation, combined with one-to-one coaching to deliver individuals' specific business goals

The Training Management representative of the United Nations IAEA Operational Safety and Review Team to evaluate the effectiveness of the training arrangements at Kashiwazaki-Kariwa Nuclear Power Plant.

Analysed the maintenance training requirements for all engineering disciplines for the PWR Nuclear Programme. Developed quality assured programmes to meet both the business needs plus the exacting requirements of the Nuclear Installations Inspectorate

Worked with a major supplier to the Navy to improve their training and compliance. Provided an independent analysis and recommendations for their training strategy.

Project managed a contract for an engineering company and developed their capability in using project management tools: including the tracking of key decisions. Developed their capability to tender for more demanding contracts.

### Previous executive roles

HR Strategy Team Manager, Training and Development Manager, Engineering Project Manager.

### Specific coaching experience examples

Coached a business manager of a £200m uranium business to be less risk-averse; established the conditions for him to be more creative and improved his ability to hold subordinates more closely to account. He then developed another £200m business in the "green electricity" trading market

Facilitated a newly appointed MD of a large manufacturing subsidiary to understand the strategic nature of his role, communicate more effectively with the American owners; develop the skill of 'gravitas'; deal effectively with two unsupportive managers and think through organisational development strategy

Coached a departmental manager of an international pharmaceutical to develop her assertiveness to effectively influence the senior management team and to deliver a culture change programme

Coached a Marketing Manager of a Bank to: be more resilient during difficult times; hold people to account; deal with difficult individuals; manage her manager plus manage her own career progression

Coach ambitious business owners looking for rapid growth  
Coach supervisor of Business West High Growth coaches

### Education and professional positions/qualification

Honours degree in Electrical Engineering

EMCC Accredited Master Practitioner coach/mentor

EQA and EIA assessor on behalf of the EMCC

Registered and approved GrowthAccelerator Coach and High Growth Coach

Diploma in Management Studies

Diploma in Personnel Management

Chartered Fellow of the CIPD

Chartered Engineer (CEng MIET)