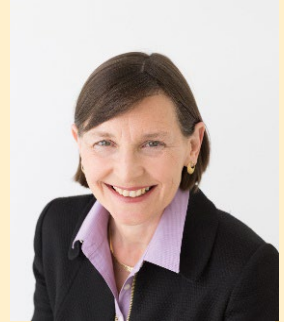


## JOY HARCUP

*Executive Coaching*

*Board Reviewer*

*Team Coaching*



### About

Joy has coached hundreds of leaders to help them build their self-awareness, resilience and strategic focus. To create a mind set and take action to be successful leaders in the ever changing work environment. Joy also works with Boards to improve Board cohesion and relationships to reach their strategic goals.

### Experience

Since 2005, Joy has worked with CEOs, Chairs and senior leaders from blue chip multinationals to startups, financial and professional service firms, public and third sector organisations. Originally qualifying as a City lawyer in commercial dispute resolution, she then held a management role at an award winning international law firm. Joy has also chaired or sat on boards in the educational and not for profit sectors. In these roles she has personal experience of undertaking strategic reviews and overseeing change programmes.

Joy has co-written a book on board relationships published by *Routledge*. Based on 40 interviews, it's a practical guide to the art and psychology of managing board relationships in various sectors – *The Secret Life of Boards*. It looks at how to effectively deal with various board dynamics such as: executive/non-executive tensions, standoff situations, bullying colleagues, complacent or compliant boards, lack of diversity, and board behaviours when facing a crisis.

### Joy's Approach

Clients describe Joy's coaching as "insightful", "balanced", "politically aware", and stretching. They say she's approachable and perceptive - good at putting them at their ease, with a dash of humour at times! As a result, clients can talk honestly and openly about issues, and are challenged and supported to think and act differently.

During board/team coaching, team members report feeling in "safe hands" and that Joy has the ability to draw out pertinent themes and support commitment to change.

### Education, Qualifications, Professional Positions

- MBA (Distinction), Bath University and LLB (Hons) (Sol), Leicester University.
- Professional Certified Coach (PCC) with the International Coaching Federation (ICF).
- Graduate of the Advanced Corporate Coaching Programme of Coach U Inc.
- Certificate in Board Dynamics with the Tavistock Institute, Systemic Team Coaching, and Certificate of Coaching Psychology from CIPD.
- Past President, and Director for 6 years, of the UK Board of the ICF. Former Member of the Global ICF Accreditation Governance Review Committee, and the Global ICF Ethical Review Steering Committee.
- Member of the Government's Learning and Skills Improvement Service (LSIS) panel for Coaching and Mentoring and short listed for *Coaching at Work* magazine's External Coaching Champion Award.
- Qualified to use Hogan Inventories, EQi Leadership Questionnaire and Mental Toughness Quotient (MTQ 48).

### Client Sectors

Aerospace  
Banking  
Biotech  
Charities  
Energy  
Financial Services  
Government  
Higher Education  
Housing  
Legal Services  
National Health Service  
Pharma  
Regulation  
Retail  
Technology Transport

### Contact

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