



## Mike Barkham

### Brain Aware Leadership Coach

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#### My coaching business

As a leadership coach, I work mostly one-to-one with individuals, but also with small coaching groups on leadership development programmes (eg at London Business School).

I help leaders to get the best out of their people, and themselves, by becoming 'brain aware'. That means helping them understand that, for all of us:

- How we do things is driven by how we see things (our perception of the situation)
- Perception is created by our focus, and our 'stories' (which also trigger emotions)
- When 'fear' is triggered, it literally switches off the brain areas that do 'smart' thinking.

Those who seek my help are typically:

- Transitioning into a more strategic leadership role (eg leading part of the business)
- High IQ leaders who need to use more EQ (eg to engage, influence, maybe even inspire)
- Senior women navigating their own way in a male oriented senior management culture

They are typically also high performers, now aspiring to (or already in) roles where more focus on their leadership could make a real difference to both the business and its people.

I have worked with clients in most sectors, with particularly extensive experience within Financial Services. In terms of cultural diversity, I have coached individuals or groups from most European countries, the Middle East, the Nordics, Russia, Africa, Asia and the US.

#### Previous experience as a partner at PwC

Before I started coaching in 2008, I worked for over 25 years at PwC (15 years as a partner).

I'm a qualified chartered accountant, but I spent most of my career as an IT and business change consultant, which gave me both broad and deep business experience, advising multi-national clients on IT projects, business risk management, and people issues (eg post deal).

PwC also provided first-hand experience of leadership. I went on my own leadership journey to successfully run various PwC business units – getting help with my own development from some great coaches along the way, as well as learning to lead with a coaching style.

#### Training in psychology & neurobiology

I have a good understanding of developmental psychology, initially built through several years of formal distance learning. I have trained in many standard psychometric tools (MBTI, DISC, NEO and Hogan) and I also use the Centaur body archetypes model to read character styles. Over the last 20 years, I have focused on neurobiology, and I am passionate about applying it to coaching (and leadership itself) – it is what has shaped my 'brain-aware' approach.

In 2008, I trained as a coach via an 18-month advanced diploma course from the Academy of Executive Coaching and, via AoEC, was accredited as a Professional Executive Coach. I continue to invest many days each year in my own development, through both structured learning events and regular 'supervision' – a process a bit like being coached as a coach.

#### Mindfulness and Tai Chi

I believe in the benefits of a daily mindfulness practice (for leaders and everyone else) and was trained by Mindfulness at Work to deliver training for them. I also practice Tai Chi, which is a form of moving meditation, and teach 4 or 5 hours of Tai Chi classes each week.