



## Tracy Crane Leadership Coaching and Change Management Ltd



Tracy is an accredited and experienced coach and mentor, who helps her clients to grow and develop as leaders and managers.

Throughout her years of practical senior leadership experience in a range of public sector organisations, Tracy has developed a deep understanding and appreciation of the challenges and responsibilities facing leaders, and those who aspire to senior roles.

Tracy's coaching style is person centred, and solution focused. She will skilfully listen and challenge supportively. Helping each client to reflect, take stock and explore the resources within themselves, facilitates new perspectives. Setting meaningful objectives to achieve good results is fundamental to the successful coaching outcomes for each client.

The feedback received from individuals and organisations she works with are testament to the value Tracy's coaching approach brings to those she coaches:

*"Tracy is working with senior members of the [leadership] team through coaching and mentoring, and this has hugely contributed to the alignment of the senior team to the organisational needs. I would highly recommend Tracy if you want to increase the positive working relationships of your team...for moving the organisation forward and significantly contributing to the positive culture."* **HR Director**

*"I have made significant progress in the way I now try to approach certain situations.... stepping back and taking time to consider and reflect...I really want to continue on this journey for a while longer and continue to*

*develop personally and professionally"*

**Academic Registrar**

*"Several very useful discussions allowing me to clarify and improve my thinking in areas of leadership and management.....useful 'hooks' to frame and clarify situations rather than direct advice: a welcome and helpful approach....developed a trusting and effective relationship conducive to open and frank discussion."*  
**Chief Academic Officer**

*"I find the supportive challenge and reflection has really helped me to better understand what I need to focus on in planning my next career move"*

**Director of Engagement**