



Mike Barkham
Brain Aware Leadership Coach

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Coaching overview

As a leadership coach, Mike works mostly one-to-one with individuals, but also works with small coaching groups on leadership development programs (eg at London Business School). He likes clients who are in meaningful leadership contexts, where his work with the individual can make a real difference to the wider business and its people.

He helps leaders get the best out of themselves, and others, by becoming more brain aware. That means understanding that:

- How we all do things ('behaviour') is driven by how we see things ('perception')
 - Perception is our personal 'story' created by our brain, based on what we pay attention to, and what this triggers in us
 - When 'fear' is triggered, it literally switches off the brain areas that do 'smart' thinking.
- Mike adapts the coaching process he uses to fit the personality and needs of the individual.

Those who seek Mike's help are often:

- Transitioning into a more strategic leadership role (eg leading business units / functions)
- 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

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

Previous experience as a partner at PwC

Before he started coaching in 2008, Mike gained broad and deep business experience as a partner at PwC, where he worked for over 25 years. He is a chartered accountant, but he spent most of his career as an IT and business change consultant, advising multi-national clients on their IT projects, business risk management, and people issues (eg post a deal).

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

Qualifications

He built his knowledge of developmental psychology through several years of formal distance learning. He has been trained in various psychometric tools (MBTI, DISC, NEO and Hogan), and uses the Centaur archetypes to read character style from habitual body language. Mike is also fascinated by research about neurobiology and passionate about applying it to coaching (and leadership itself). He joined David Rock's Neuro-Leadership Institute in its early years.

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

Other interests

Mike believes in mindfulness and was trained by Mindfulness at Work to deliver training for them. He also practices Tai Chi daily, and teaches Tai Chi classes three days of the week.