

Nick Martin BA, MSc, CPCC
Coach, trainer and facilitator

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My mission is to help others (both groups and individuals) to recognise the extent of their potential, and to assist them in removing the internal barriers to realising that potential.

With a business background as a chartered accountant, and experience of working in the outdoors, both complemented and reinforced by the academic rigour of an MSc. in Management Development and Training, I have extensive knowledge and experience of the theory and practice of training and development. This is combined with an understanding of the importance of matching the needs of organisations with the needs of individuals in order to ensure the success of both.

As a facilitator working with groups I have had many opportunities to coach individuals on an informal basis. As well as continuing to work with groups, one-to-one coaching is now a more formal element of my work.

It is important to me to pursue my own development, both personal and professional. My Masters degree, and the training with the Coaches Training Institute, are both consistent with this philosophy.

Questhills Ltd	Owner and Director	Since Dec 2002
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I work as an associate trainer and facilitator for a number of companies, including Interaction and the Center for Creative Leadership. I have delivered (and been involved in the design of) programmes for clients in various sectors, including banking, insurance, retail, railway, and public sector. The programmes themselves have covered areas such as leadership, teamworking, coaching, managing change, influencing etc.

I have a coaching practice, working predominantly with private individuals. I have also run a number of weekend workshops combining coaching with the outdoors.

**Soma Consultants
Ltd**

Training Consultant

**Jan 2001 to Nov
2002**

Main duties included the delivery, facilitation, and occasional redesign of a long-term five-module organisational change and personal development programme for a major construction company.

Working on this programme gave me a number of opportunities. I was able to develop a much greater awareness of some of the current theories in management development and personal development. This experience directly complemented my Master's degree, and enabled me to put into practice much of the academic learning from it. I was also able to use my outdoor development experience, at the same time as broadening my more theoretical training skills.

**Pro-Active Development
Ltd**

Owner and Director

**Nov 1997 to Nov
2000**

Clients included QinetiQ (formerly DERA), Halifax, Marconi, Midlands Electricity, Trans4mation, Wyeth Laboratories.

Main responsibilities included client management, course design and delivery, finance and administration.

I felt a huge sense of achievement in having started a new business from nothing and, with my colleagues, growing and developing it until we had a number of loyal and delighted clients.

Outward Bound Trust Training Consultant

**May 1994 to Oct
1997**

Design and delivery of professional development courses, and responsible for developing relations with clients such as J & B Scotland, Royal Bank of Scotland, Baillie Gifford, Arthur Andersen.

Decathlon Production

**International
Accounting Manager**

**March 1992 to June
1993**

Management of a team responsible for foreign subcontractor accounts.

Ernst & Young

**Supervisor, Paris
Accountant, London**

**Jan 1991 to Mar
1992**

Jan 1985 to Apr 1990

Steady promotion through grades, becoming responsible for larger teams and more complex audit assignments. Trained and qualified as a chartered accountant during this time.

Other information

- Accredited in various psychometric instruments, including Myers Briggs (MBTI) (Step I and Step 2), FIRO-B, CPI 260, and Benchmarks (a 360° instrument).
- Currently training in Team Diagnostic Assessment.
- Graduate of the Coaches Training Institute's (CTI) Leadership Programme. This programme develops leadership in a number of contexts, and most particularly in the area of personal impact in training and facilitation.
- Certified Professional Co-Active Coach (through the Coaches Training Institute).
- **MSc in Management Development and Training** (with commendation), **University of Bristol** (1999 – 2001). My dissertation explored links between corporate community involvement and employee development.
- HSE First Aid at Work certificate.
- Institute of Personnel and Development - Certificate in Training and Development.
- **BA (Hons) Modern Languages, University of Oxford** (1979 – 83).
- Presented at Association for Coaching 2006 conference – "Leading from your Inner Hero".
- Various awards for personal skills and group leadership from outdoor activity governing bodies (climbing, kayaking, and mountaineering).
- Canadian Outdoor Leadership Training (COLT) programme, Strathcona Park Lodge, 1993.
- Fluent French speaker, with rusty German and beginner's Spanish.
- Jobs before Ernst & Young included accounts assistant at a television studio; export sales trainee for a tannery; and English language assistant at two French schools while a student.
- Rowed for University of Oxford Lightweight VIII 1981 and 1983.