



KITTY MCWILLIAM

COACH | ORGANISATION DEVELOPMENT CONSULTANT

SUPPORTING PEOPLE TO SHAPE
THEIR OWN PATH TO SUCCESS



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Oxford, UK

ABOUT

I am a qualified Coach, Organisational Development Consultant and Facilitator with experience across higher education, healthcare and multinational businesses.

What connects all of my work is people. I am passionate about enabling individuals and teams to flourish – helping them grow in confidence, clarity and impact, and supporting them to create meaningful, sustainable change in their work and lives.

EXPERIENCE

I offer bespoke coaching and development solutions for leaders, teams and professionals at all stages of their careers. My approach is holistic and client-centred, blending reflective practice with practical tools to build both mindset and skillset. I bring a background in staff training, leadership development and continuous improvement, supporting individuals and teams to thrive across higher education, public service and commercial sectors.

Guided by empathy, curiosity and challenge, I create a safe, collaborative space for honest conversations that spark growth, courage and meaningful change.

COACHING APPROACH

I see coaching as a chance to pause, step back, and focus on what really matters. Whether you're considering a career move, developing your leadership style, or navigating complex challenges, my sessions provide a confidential space to think clearly and plan purposeful action.

Common themes clients bring to coaching:

- I want to feel more confident in my leadership role
- I'm at a career crossroads and don't know where to start
- I want to prepare for my next interview
- I need to manage my time and energy better
- I want to improve my communication and influence
- I'm finding it hard to balance work and life commitments
- I need strategies for handling difficult relationships at work
- I want to lead through change without losing my own sense of balance

TRAINING AND FACILITATION

I design and deliver workshops and programmes tailored to the needs of organisations, teams, and individuals.

Popular themes include:

- Leadership and management development
- Communication and interpersonal skills
- Coaching skills for managers
- Building psychological safety and inclusive cultures
- Managing change effectively
- Team away days and strategy sessions

My facilitation style is engaging, collaborative, and focused on creating practical outcomes that can be applied immediately in the workplace.

QUALIFICATIONS & ACCREDITATION

- ILM Level 5 Certificate in Coaching and Mentoring
- Roffey Park, Diploma in Organisational Development Practice
- Continuous Improvement Practitioner Programme, Oxford University
- Certified MBTI Practitioner
- The Thinking Partnership Certificate , Nancy Kline
- Member of the Oxford University Coaching Network
- Ongoing CPD in organisational development, leadership facilitation, and continuous improvement

PROFESSIONAL PRACTICE

- Works in accordance with the EMCC and Association for Coaching Global Code of Ethics
- Participates in regular coaching supervision
- Committed to staying up-to-date with developments in coaching and leadership practice

GETTING IN TOUCH

If you'd like to explore how coaching could support your goals, get in touch for a confidential conversation.

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