



BIOGRAPHY

Jayne Taylor

Jayne Taylor is a qualified Coach and MCIPD consultant specialising in facilitating employee and organisational growth and development, working closely with clients to improve their organisational effectiveness. Jayne is also a qualified Neuro Linguistic Programme (NLP) practitioner and has attained a coaching accreditation with "Culture at Work".

Jayne has extensive experience of coaching senior level teams and individuals within complex global organisations. Media clients include Sony Pictures, The Walt Disney Company and Discovery Networks Europe. She also has clients across other industries.

Working with different nationalities and scenarios, Jayne proved that she is quickly able to build strong rapport and trust with clients. As well as excellent listening skills and strong questioning techniques, Jayne also uses tools to support coaching sessions such as Perceptual Positions, Logical Levels, Timeline exercises using visualisation, reframing exercises and models such as the Discovery model (for gap analysis) and Force Field analysis (for problem solving). Jayne is a qualified Myers Briggs Type Indicator (MBTI) practitioner and uses this tool with individuals and teams in a variety of scenarios. She is also qualified in Emotional Competency Intelligence (ECI) and an accredited facilitator for "Insights into Leadership" programme.

Jayne's philosophy around coaching is that time is a critical factor – it is crucial to learn 'on the job' applying new skills and approaches to the challenges at hand, impacting actions and decisions. Jayne also believes it is imperative to hold people accountable and to challenge when appropriate. As a Coach, it is important to operate in a manner that reflects positively and ensuring that one's conduct does not undermine coaching as a profession. Jayne embraces the ethics and boundary management as specified by the International Coaching Federation (ICF).

With more than 20 years experience working within global corporations, Jayne has more recently held senior pan European HR positions for global media organisations Sony Pictures Corporation Ltd, The Walt Disney Company Ltd and Discovery Networks Europe where she has been used to high growth, fast paced business environments. Jayne started her career in banking and then spent 5 years in retail working for Marks & Spencer PLC where she held a managerial position in the Finance group as well as a senior role in Export Sales.