



BIOGRAPHY

CAROLINE FLIN

EXECUTIVE STATEMENT

I am an experienced coach and facilitator; passionate about learning and the role that people development can play within organisations. Building on more than fourteen years experience in professional services and FTSE 100 environments, I have initiated, designed and facilitated learning solutions at all organisational levels, with UK and global audiences. I work across a range of industries including financial services, media, retail, education and not-for-profit.

I am also a coaching psychologist, researching 'coaching readiness' in partnership with the University of East London. This research informs my facilitation, enabling me to build a greater, scientific understanding of human behaviour and what informs the choices that people make, particularly in learning environments.

METHODOLOGY

Through my work, I help people to connect with their unique strengths, passion and values; to overcome negative inner dialogue; and ultimately, to live and work with purpose. I have a keen interest in well-being as a foundation for success; believing that happy, healthy people achieve greatness - for themselves, their organisation and beyond.

My facilitation methodology is coaching-led and behavioural in focus. When people work with what they can see, learning becomes practical and sustainable. I seek to facilitate learning experiences that allow people to discover new things for themselves - learning that is authentic and really makes a difference.

TESTIMONIALS

"Caroline's strengths are in her ability to get the right balance between support and stretch. Her empathy and genuine interest in you and your goals provide that much needed level of support, while her thought provoking questions meant I challenged my current thinking. This created an environment where I found myself being truly open and honest about my challenges and fears, opening up new avenues I hadn't considered and ultimately providing the clarity I needed to embark on my new career journey" **J.B, Director, Big 4 Professional Services**

"If you are looking for a coach who is deeply passionate about helping people reach their full potential, then Caroline is for you. Caroline is highly experienced, coupling a vast toolkit with an amazing capacity of deep insight. Caroline will simultaneously make you feel both challenged and supported in a safe environment."

N.J, Senior Manager, FTSE 100 company.

RELEVANT CAREER HISTORY

**2012-date Coach & Facilitator,
Use Your Noggin Ltd.**

**2011-2012 Head of People Development,
Pearson UK**

**2004-2011 Head of Leadership Development /
Head of Coaching, Deloitte**

2000-2004 Learning Consultant, Deloitte

RELEVANT QUALIFICATIONS

**Noggin Method Accreditation -
Coaching and Facilitation**

**2014 Emotional & Social Competency
Inventory (ESCI)**

**2013 MSc Psychology
(research in Coaching Psychology)**

2010 Advanced Coaching Certificate

2009 NLP Practitioner

2009 Emotional Capitalist Inventory (ECi)

2007 Hogan Development Survey

**2005 Myers Briggs Type Indicator (MBTI) and
16PF; (BPS Level A & B)**

2004 Certificate in Coaching (ICF accredited)

2003 CIPD Diploma in Training & Development