

## Coaching for change

**Jon Pope of Barker Dewson coached Gary Mckenzie, then Head of Communications at The Home Office. “I’d had more than 20 years in the Civil Service and I was thinking about my next post. Should I become a board member, or should I move to another department? Jon actually helped me to think more broadly about being a leader in the public sector and what I wanted to do with my own role.”**

Gary also wanted to think about what to do with some of his team. “I ran a big department, and some of the people needed support; some needed to move up, and some needed to move on. Jon provided two associates to help with this phase, and both used their coaching skills to get results (and cost savings) that I might not have achieved on my own.”

“After two years coaching, I’d reached a crossroads in my own career and took the chance to work for myself. Jon provided encouragement, support and advice – and he remains ‘a trusted advisor’ – thanks to Jon’s encouragement I can now make decisions of my own!”

“Jon has an amazing ability to see the strengths and development needs in an individual very quickly. But the secret he has is to turn this into practical solutions that meets the needs of the individual and the organisation. A wonderful coach and mentor – and thanks to Jon I am now a coach myself...”

*“What are you going to stop, start, do differently?”*

Gary Mckenzie of The Home Office