

# Penny Clark

## Executive Coach



**VERITY**  
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### Professional History

Penny has over 30 years of professional experience, 15 of which operating at an executive level. Her vast business experience was garnered operating as a member of executive and senior leadership teams in banking, her own HR consulting business, and working in a Healthcare GPO. These experiences have provided Penny a depth of expertise working with and facilitating team success across various industries in leading transformational change efforts, and delivering results at both an operational and strategic level.

A past Board member of Healthcare Supply Chain Network (HSCN), Penny also led the Professional Development committee. She is a member of the London Community of Coaches, and previous member of its' Strategic Planning Committee. She is a past Board member and Co-Chair of the Annual Gala for Hospice of London, and previous Parent Manager for a team with the Forest City Volleyball Club.

### Education & Experience

Penny completed her training through The Coaches Training Institute, has attained the designation of Accredited Certified Coach (ACC) through the International Coaches Federation, the global leader in coaching and leadership training, and is a Certified Professional Co-Active Coach (CPCC). Penny also holds a CHRP designation, and is certified to administer and assess team, cultural and individual leadership effectiveness using the Leadership Circle Profile™.

### Coaching Approach

Verity specializes in leadership development coaching, applying an approach that identifies and builds upon people's strengths, rather than concentrating on "fixing weaknesses". We focus on the key leadership competencies and performance necessary for success within the organizational context. It is our belief that executives are often best coached by those with relevant executive experience, in addition to professional training in executive coaching techniques.

Our coaching approach is based on personal and collective (organizational) aspirations, goals and performance measures, where the coachee is responsible for his/her own learning and the coach is a resource and advisor.



### Level / Function Expertise

- Mid-Manager
- Senior Managers
- High Potentials
- Entrepreneurs
- Executives

### Coaching Focus

- Developmental Coaching
- Transition Coaching
- Team Workshops
- Leadership effectiveness
- Strategic thinking
- Influence and power
- Motivating people and self
- Managing teams
- Relationship management

### Industry & Sector Knowledge

- Healthcare
- Banking, Financial Services
- Consulting
- Education
- Government & Public Sector
- Professional Services
- Transportation

### Coaching Credentials

- CPCC
- ACC, ICF