



Career History

Coaching Through Covid

- Founding member

Glaxo Smith Kline

- International Project leader

Unisys

- International Project leader

Qualifications

- MBA from Cranfield University
- Ashridge coaching accreditation
- Advanced Diploma in integrative psychotherapy and the arts from IATE/ London Metropolitan University
- Psychological Safety Index with teams, and many psychometrics.
- BPS Register of Qualifications in Test Use.

Carole Osterweil, MBA, PG Dip, BSc Tech

Carole works with directors and senior managers who are accountable for major change and transformation programmes.

She has worked in and around organisation development and L&D for over 25 years as a transformation troubleshooter, client and programme director and as an executive coach. In these roles she has supported many senior executives and change leaders as they grapple with the challenge of transforming their organisation's operating model – often across multiple geographies. Outside of these roles Carole has led a politically sensitive transformation programme integrating two UK healthcare organisations, and she's worked as an international project leader in pharma (GSK) and IT (Unisys).

Significant Achievements

In response to the pandemic, she's been a founder member of Coaching through Covid. It took just nine days to get this Stress and Trauma Reduction Coaching Support Service off the ground. Nine months later, its 200+ coaches have worked with over 400 frontline NHS workers.

Her approach is accessible, systemic and multidisciplinary. It draws on insights from the worlds of business, project management, neuroscience, psychotherapy and the arts. Carole has coached and mentored hundreds of executives to deal with issues such as: staying clear headed and focused when emotions are running high, containing stress and anxiety, responding to a changing political landscape, maintaining and influencing stakeholders and dealing with the complexity and messiness that comes with large projects.

Carole's recent clients include several directors and VP's in a global, IT corporate and senior managers from the motor, education and finance sectors. She is also coaches with Cranfield University, PA Consulting and The Project Academy - where her brief is to increase the UK government's senior change, project and programme management capability.

In addition to her coaching accreditation, Carole has an MBA from Cranfield University and an Advanced Diploma in integrative psychotherapy and the arts from IATE/ London Metropolitan University. She is qualified to use the Psychological Safety Index with teams, and many psychometrics.

Carole is also listed on the BPS Register of Qualifications in Test Use. In addition to her coaching accreditation, Carole has an MBA from Cranfield University and an Advanced Diploma in integrative psychotherapy and the arts from IATE/ London Metropolitan University. She is qualified to use the Psychological Safety Index with teams, and many psychometrics. Carole is also listed on the BPS Register of Qualifications in Test Use.

Carole is also the author of a book, Project Delivery, Uncertainty and Neuroscience – a Leader's Guide to Walking in Fog.

