



Kareen Cranston

C U R R I C U L U M
V I T A E

EXECUTIVE, PERSONAL & LEGAL COACHING
FOR INDIVIDUALS, TEAMS & ORGANISATIONS



*“Karen is gentle
enough to build
confidence and trust
— and tenacious
enough to deliver
results.”*

**Karen Cranston brings a fresh,
professional, personal approach
to solution-focused coaching.**

A qualified solicitor with an outstanding track record in commercial law, Karen has extended her training to become an accredited Executive Coach and NLP Practitioner and qualified at Level A and Level B in occupational testing, offering a powerful toolbox for achieving results.

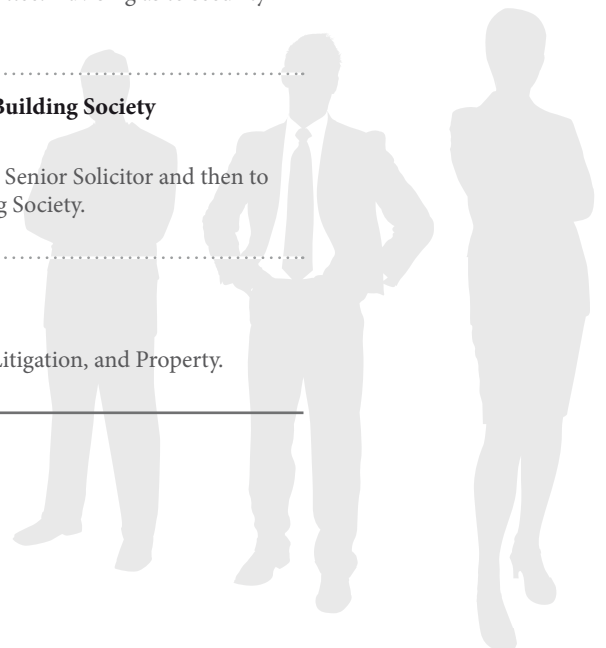
Karen is a first class facilitator who guides and drives her clients towards accomplishing their work-related goals — be they broadly commercial — or indeed, personal goals to achieve that elusive work-life balance.

re:COGNISE your true potential at



Professional Career

- Dec. '08 – present **Cranston Cognition**
DIRECTOR – EXECUTIVE, BUSINESS AND LEGAL COACH
- Coaching in organisations focused on improving performance, productivity and significant change. Recent coaching experience of solicitors and other professionals; new businesses and entrepreneurs; business leaders in the financial services arena and individuals on business issues and career changes.
- Individual psychometric testing and team building using MBTi, MAPP, Social Styles, Thomas Intl. (DISC).
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- Sep. '07 – Sep. '08 **Canada Life Limited**
HEAD OF LEGAL AND COMPANY SECRETARY
- Reporting to the Chief Financial Officer. Management of the Legal Department including 3 solicitors, and 6 other clerical and company secretarial staff. Provision of legal advice to all areas of the business including domestic and offshore.
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- Sep. '05 – Sep. '07 **Allianz Cornhill Insurance plc**
HEAD OF LEGAL SERVICES
- Reporting to the Company Secretary. Management of the Legal Department, including 6 solicitors and 3 administrators and provision of legal advice to all areas of the business.
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- Jun. '99 – Sep. '05 **Cardif Pinnacle / Pinnacle Insurance plc, a BNP Paribas Group company**
HEAD OF LEGAL AND COMPANY SECRETARY (SEP. '02)
HEAD OF LEGAL (JAN. '01)
IN HOUSE SOLICITOR (JUNE. '99)
- Reporting to the Managing Director and the Board. Company Secretary and Head of Legal managing 5 solicitors and 3 administrators and provision of legal advice to all areas of the business including domestic, offshore, Ireland and Sweden.
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- Sep. '96 – end May '99 **FCE Bank plc (t/a Ford Credit)**
IN HOUSE SOLICITOR
- Reporting to Ford Credit Britain Directors and directly to Director of Legal Affairs Europe, contributing at weekly credit approval committee. Advising as to security requirements for credit facilities for motor dealers.
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- Oct. '95 – Sep. '96 **UCB Home Loans plc, a subsidiary of Nationwide Building Society**
IN HOUSE SOLICITOR
- Advising the Board of Directors and reporting first to Senior Solicitor and then to the Senior Commercial Solicitor, Nationwide Building Society.
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- Sep. '93 – Sep. '95 **Beaumont & Son, Solicitors (Now Clyde & Co)**
TRAINEE SOLICITOR
- Seats in Company/Commercial, Insurance Aviation/Litigation, and Property.



S U M M A R Y :

General Management Experience

- Use of Thomas International PPA (DISC), Myers Briggs Type Indicator, Belbin Team Roles, OPQ 32 for team development
- Coaching, mentoring, management of performance, staff annual reviews, target setting, 1-2-1's and team meetings, and disciplinary procedures
- Development training including business strategy away days; team building days, supervision of trainee solicitor, regulatory training; financial training, sales force training on contracts, company wide training on corporate governance
- Recruitment and management of internal and external solicitors and support staff in England, Isle of Man, Sweden, and Ireland
- Company secretarial, board and board committee work, corporate governance reviews
- Review of legal services, restructures and introduction of new strategy
- Provision of in-house legal services to domestic offices and to Irish, Swedish and Isle of Man Branch offices
- Setting and management of annual budget including review of company wide spend on external solicitors
- Introduction of new processes including management information, centralised filing system, simplification of time recording system, legal instruction sheet, and document management system
- Identifying legal risk factors and establishment and maintenance of effective systems and controls to manage legal risk within the group
- Representation before the Competition Commission, Office of Fair Trading and Financial Services Authority.

Achievements & Memberships

- Highly Commended for both “Most Promising In House Lawyer under 35” and “Small Team of the Year” 2003 Corporate Council Blue Chip Awards
- Young Enterprise Business Volunteer, St. Albans Boys School, 2004; Young Enterprise Judge, West Surrey Schools, 2006; Herts Schools Business Challenge, November 2009
- Accredited by the Association for Coaching; Mentor for Enterprising Women organisation and the Association of Women Solicitors; Member of the Law Society and Member of the Commerce & Industry Group
- Coaching supervised by Fiona Adamson, fully insured, and registered with the Data Protection Commissioner
- Languages: Business French, conversational German and Spanish.

Education

October 2010	Accreditation ASSOCIATION FOR COACHING
June 2009	Level A and B Certificates in Occupational Testing <i>British Psychological Society</i> KCP LTD.
Nov. 2008	Intermediate Diploma in Executive Coaching – Merit ACADEMY OF EXECUTIVE COACHING
Nov. 2008	NLP Practitioner PPD LEARNING
2007 – 2008	Year 1 Nutritional Therapist Diploma INSTITUTE FOR OPTIMUM NUTRITION
2007	Science Access Course (A-Level Equivalent) Biology, Chemistry, Anatomy & Physiology INSTITUTE FOR OPTIMUM NUTRITION
1991 – 1992	Law Society Finals – Pass first attempt THE ROYAL COLLEGE OF LAW, GUILDFORD
1988 – 1991	2.1 LLB (Hons) UNIVERSITY OF WEST OF ENGLAND, BRISTOL
1986 – 1988	3 'A' levels (French, German, Economics) ST. BARTHOLOMEW'S 6 TH FORM, NEWBURY
1983 – 1986	10 'O' Levels THEALE GREEN COMPREHENSIVE

Training

Nov. 2011	Coaching Conference, Bristol EURO COACH LIST
Dec. 2009	Social Styles HALO EFFECT LTD.
June 2009	MBTi Step I Conversion OPP LTD.
Jan. 2006	Business Coaching Skills workshop CAROLINE MONTAGU
Dec. 2005	Senior Leaders Development Programme ASK EUROPE PLC
2003	Managing Multiple Projects, Objectives and Deadlines SKILLPATH ON SITE TRAINING
Apr. 2003	Bringing the best out of your Legal Team LAWYERS IN BUSINESS
Nov. 2001	Successfully Managing the In House Legal Department HAWKSMERE
1998	Business Credit Financial Appraisal Certificate FINANCE AND LEASING ASSOCIATION



Client Testimonials

Cranston Cognition coaching has proven to be a real benefit for my professional career. Since my coaching with Karen began I have found that I am much clearer and focused in my thoughts and pro-active in my actions for my professional development. My confidence has improved in areas that I have been struggling with, which has enabled me to grow as a chiropractor.

My coaching sessions with Karen are always very relaxed and she has always made me feel very comfortable in my surroundings. She has challenged my thought processes in many ways enabling me to think more laterally and look at the bigger picture. Karen has made me realise that everything I need to succeed is within me and she has helped me put those dreams into reality by setting goals and helping with the steps to achieve them.

Her help has been invaluable to me and I will be continuing to grow with her coaching in the foreseeable future.

Dr. Paula Garcia
COMPLETE CHIROPRACTIC

Karen is an excellent executive coach whose relaxed gently probing style left me with plenty to reflect upon after each session. She was quickly able to help me to understand my preferred approaches to management and develop new insights and perspectives on how to resolve key career and business decisions. She was also instrumental to me finding the confidence and drive to finally complete my MBA dissertation and in doing so fulfil a long-held career ambition. I would have no hesitation whatsoever in working with Karen again in the future should the need arise and I wholeheartedly recommend her to others.

Simon Cox
CHIEF OPERATING OFFICER, ARIEL COMMUNICATIONS LTD

Karen is a pleasure to work with and is excellent at delivering results. I'm finding that further to the coaching I'm more focused on my career goals and generally more motivated! I'm having more success as a result and find it easier to set myself clear objectives.

Hayley Feenan
CONSULTANT, LEGAL/INTERIM RECRUITMENT, PURE SEARCH AND SELECTION.

In three sessions Karen helped me to work through a business challenge that has been hindering me for a year. I now feel equipped to go forward with a clear plan in place. I recommend her to other executives and will use her again in the future.

Laura Cronshaw
CEO, CVS ST ALBANS

Karen's sensitive, probing approach to coaching really gets to the heart of the issue. She has great insight and intellect which challenged the way I think. With her help I can focus with confidence and passion on my business objectives.

Amanda Brown
OWNER, ALTERRA BUSINESS CONSULTING

Karen has worked with me to provide world class training and coaching to senior professionals developing skills in Relationship Management, Leadership and Business Development. She brings a detailed understanding of the interpersonal dynamics involved, combined with a coaching style which inspires confidence and helps participants to develop skills and change relationship behaviour quickly - delivering the targeted business results. I greatly enjoy working with Karen and will continue to use her in our more demanding assignments.

John Bale
MD, HALO EFFECT LTD.

Karen delivers a rare mix of business and soft skills, wrapped with a very personable style. Karen's knowledge and professional approach was clearly demonstrated when she provided us with psychometric profile feedback and coaching services. I found the results insightful and very valuable. I can recommend Karen to others, without hesitation or reservation.

Ian Barber
OWNER, WESTBRAY LTD

Karen displayed immense commitment and effort as well as demonstrating a natural ability as an empathetic listener and thoroughly competent assessor.

Andy Roberts
OWNER, KNIGHT CHAPMAN PSYCHOLOGICAL LTD.

Karen has been instrumental in helping me to identify my key motivators and goals. I found her sessions were very uplifting and gave me plenty to think about and assess in terms of my professional and personal development.

Emily Garcia
CORPORATE COUNSEL, MCAFEE SECURITY

Karen has provided superb expertise and practical advice in the area of coaching and development. Easy to understand and clearly communicated ideas that have helped me develop individually and as a leader in the business. I would strongly recommend Karen as innovative, forward thinking lady of distinction who has certainly made a good impression on my bottom line and skills since we first connected. Great listening skills and ability to get to the root cause. Highly Recommended!

Michael Olatunde
PARTNER, ASHTON GRACE

The time spent with Karen has been invaluable. She helps you to view issues from all sides and perspectives. When you can't see the wood for the trees she becomes your guide. I have no hesitation in recommending her.

Ian Spicer
MD, THE REMEDIAL COMPANY LTD.

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