

A COACHING JOURNEY



NICK WRIGHT

COACHING & LIFE INTERVIEW WITH NICK WRIGHT

C&L: Welcome, Nick. How did you get into coaching?

Nick: My background was in community development and human rights work before moving into learning and development then organisation development (OD). I saw the great difference it could make to enable people, teams and organisations to fulfil their potential. I studied and trained in theology, non-managerial supervision and human resource development/OD then, later, in coaching psychology.

C&L: Who do you work with?

Nick: Mostly with leaders and organisations with a social purpose, particularly in the beyond-profit charity and international non-governmental organisation (INGO) sectors. I've conducted people and culture assignments in 14 countries to date, which have included individual and leadership team coaching and training. I've also worked with UK local authorities, National Health Service (NHS), universities and church leaders.

C&L: What are the main influences on your coaching?

Nick: My coaching theory of change and practice draws on diverse fields, including: spiritual-existential; psychological-constructionist; cultural-systemic. It means helping people, teams and organisations to grow in insight, fulfil their potential and achieve their goals; bearing in mind who or what is most important to them and who or what influences their values, thinking, behaviour and stance in the world.

C&L: You mention 'spiritual'. Can you say more?

Nick: Yes, I am a follower of Jesus. My personal core principle is this: Jesus is a Person. Christianity is a religion. We are called to follow Jesus. (We are not called to follow Christianity). I've posted various published articles on my website that show how my beliefs, faith and stance in the world influence and shape my coaching, OD and leadership ethics, thinking and practice, e.g. *Spirituality in Coaching; Word to the Wise; A Radical Heart*.

C&L: What is main focus of your coaching?

Nick: My focus is on enabling people, teams and organisations to be as inspiring, effective, resourceful and resilient as possible. This often entails enabling clients to grow in critical reflexivity and critical reflective practice. These are technical terms that essentially mean helping people to recognise who or what is influencing their thinking, feelings and behaviour; and then to discover or create a wider range of options that improve their chances of success.

C&L: What advice would you give to new coaches?

Nick: Decide what's important to you. For instance, I want to support people and organisations with a social purpose, particularly those with a concern for the poorest and most vulnerable people in the world. Study, research, network and train in different ideas and approaches to coaching. Practise with as diverse a group of clients as possible. Work with a supervisor to help you develop your talent and contribute your best. Pray.

C&L: Thank you, Nick.

NICK WRIGHT

Nick Wright is a psychological coach, trainer and organisation development (OD) consultant with 25+ years of experience working with beyond-profit leaders and organisations in the UK and internationally.

Nick has a Postgraduate Diploma in Coaching Psychology, a Masters' Degree in Human Resource Development, a Degree in Theology, a Diploma in Pastoral Studies and a Certificate in Supervision and Consultation.

Nick is a Fellow of the UK's Institute of Training and Occupational Learning. If you would like to learn more about Nick and his work, or would be interested to work with a coach or OD consultant:

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Get in touch!

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