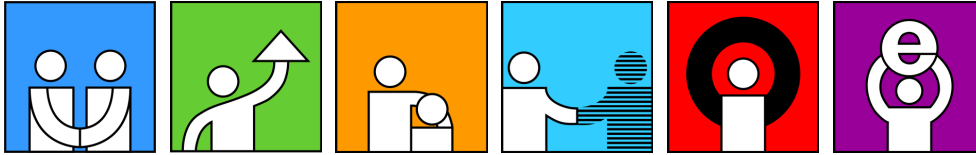


RANMORE



consulting development coaching modelling targeting e-knowledge

Associate Profile

Carole Pemberton

Carole Pemberton is an independent executive coach, and an Associate of Ranmore. She began her working life as a career coach within Higher Education before working as a researcher on issues relating to the impact of organizational change on individual careers. She worked with international management consultancy PA within their business school, and since 1997 has worked as an executive coach.

She holds a Masters degree in Education, and postgraduate qualifications in careers counseling and training and development. She is accredited as a Professional Certified Coach with the International Coach Federation and holds the Advanced Diploma in Coaching of the Academy of Executive Coaching.

She works with leaders who are stepping up into roles that move them beyond their established skill base, and has a client base which includes:

- Universities
- Government Departments and Agencies
- International Charities
- Banks
- Telecommunications
- Property Development
- International Mining

She also works with organizations who are wanting to develop the performance coaching skills of line managers, and works with the Academy of Executive Coaching in delivering their Manager as Coach Programme.

She has a particular interest in the development of women leaders, and in supporting people in making career choices that maximize their abilities.

She is the author of a number of books including: *Competitive Advantage Through Diversity* (Sage), *New Deals* (Wileys), *Strike a New Career Deal* (Pearson) and most recently *Coaching to Solutions: A Manager's Tool Kit for Performance Delivery*. She has also written extensively for the academic and professional press.